



Template Search

# STIC Search Report

## EIC 3600

STIC Database Tracking Number: 169342

**TO: Elaine Gort**  
**Location: KNX 5B07**  
**Art Unit : 3627**

**Case Serial Number: 09/376811**

**From: Bode Akintola**  
**Location: EIC 3600**  
**KNX 4 B 59**  
**Phone: 571-272-3514**

**Olabode.akintola@uspto.gov**

### Search Notes

Examiner Elaine,

Please find enclosed the results of your search request.

If you need a refocus, please feel free to contact me.

Thanks,

Bode

R U 8 71

# EIC2100 COMMERCIAL DATABASE SEARCH REQUEST

79

Staff Use Only

## Complete 705 Template Search Requested

☒ RUSH - SPE signature required: [Signature]

Access DB# 16 9342

Business Methods Case: 705/ 11

Log Number                     

Write in 705 subclass(es) to search required files for 705 cases or cases cross referenced in 705.

Requester's Full Name: Elaine Gort Examiner #: 77459 Date: 10/24/05

Art Unit: 3627 Phone Number 571/272-6781 Serial Number: 91376,811

Bldg & Room #: Knox 5B07 Results Format Preferred: PAPER

If more than one search is submitted, please prioritize searches in order of need.

Provide the PALM Bib page or the following:

Title of Invention: see attached bib sheet

Inventors (provide full name): see bib sheet

Earliest Priority Filing Date: 8/18/99

Requested attachments:

- If possible, provide the cover sheet, the IDS, examples, or relevant citations, authors, etc, if known.
- Please attach copies of the parts of this case that help explain or are most pertinent to this search. Examples are: abstract, background, summary, claim(s) [not all of the claims].

**See particularly claims 1, 6 + 24**

The claimed or apparent novelty of the invention is:

An employee (or student) incentive system where the employee/student preselects a performance level which has an associated reward. The employee only obtains the reward if the goal is met. Employee only gets the selected level, even if a higher level is attained. levels adjusted based on actual performance (claim 24).

This search should focus on:

(Also include keywords or synonyms)

Preselected goal by employee/student

Special Instructions or Other Comments: internet search requested also

Thanks - Elaine

## IN THE CLAIMS

Please amend the claims as follows.

1. (Currently Amended) A method for providing incentive comprising:
  - storing predetermined goal data for creating a hierarchy of participant performance levels defined by a program sponsor, including a minimum threshold level of performance, each successive performance level above the minimum threshold level of performance defining a higher degree of achievement than the previous performance level;
  - associating at least one reward with achievement of each specific level of performance, such that the participant's reward for achieving each performance level above the minimum threshold level is of greater value than the reward associated with a participant achieving the previous lower performance level;
  - requiring each participant to select a specific level of performance to be achieved by the participant from the hierarchy of sponsor-defined levels of performance;
  - each of a plurality of participants, the goal data including at least one minimum threshold level of performance selected by a participant from a plurality of performance levels provided by a program sponsor, wherein the predetermined goal data further comprises an identification of one of the at least one minimum threshold level of performance as a desired level of performance;
  - storing actualhistorical performance data of eachthe plurality of participants;
  - comparing the actualhistorical performance data of the participant to the selected performance levelpredetermined goal datacriteria, and generating in a computer a result indicating whether the participant achieved the participant's selected level of performancethe extent to which historical performance data satisfies the predetermined goal data; and
  - granting to the participant the reward associated with the participant's selected level of performance only if the participant achieved at least the participant selected level of performancetransmitting the result to at least one destination.
- 2-5. (Canceled)
6. (Currently Amended) The method of claim [4]1, wherein a participant only receives the-a reward associated with the selected level of performance even if the participant achieves a higher level of performance than the selected level of performancereward data is provided only upon determining the satisfaction of the minimum threshold level of performance.

7-23. (Canceled)

24. (Currently Amended) The method of claim 1, further comprising:

- modifying the ~~sponsor-defined predetermined~~ levels of performance goal data using the actual ~~historical~~ performance data of the participant.

25-40. (Canceled)

00819462/9

DIALOG(R) File 15:ABI/Inform(R)

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00819462 94-68854

**The effects of choice and incentives on the overestimation of future performance**

Henry, Rebecca A

Organizational Behavior & Human Decision Processes v57n2 PP: 210-225 Feb

1994 ISSN: 0749-5978 JRNL CODE: OBP

DOC TYPE: Journal article LANGUAGE: English LENGTH: 16 Pages

SPECIAL FEATURE: Charts Graphs References

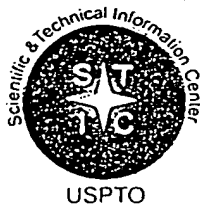
GEOGRAPHIC NAMES: US

DESCRIPTORS: Studies; Incentives; Goals; Predictions; Performance; Sex  
roles; Organization theory; Motivation

CLASSIFICATION CODES: 9190 (CN=United States); 9130

(CN=Experimental/Theoretical); 2500 (CN=Organizational behavior)

ABSTRACT: Two studies were designed to investigate factors hypothesized to influence the accuracy of performance-related statements (both performance predictions and self-set goals). In the first experiment, subjects were either allowed to choose a specific version of the performance task or were assigned a version of the task prior to making performance-related statements. In the 2nd experiment, monetary incentives were manipulated prior to requests for either estimates or self-set goals. Significant sex-by-choice and sex-by-incentives interactions on both predictions and goals were found. In general, males responded to incentives and choice by becoming more extreme in their performance predictions and goals. Females, however, did not respond to incentives and choice as would be predicted by general principles such as "wishful thinking" and "illusion of control."



# STIC Search Result Feedback Form

## EIC 3600

Questions about the scope or the results of the search? Contact *the EIC searcher or contact*

Karen Lehman, EIC 3600 Team Leader  
306-5783, PK5- Suite 804

## Voluntary Results Feedback Form

➤ I am an examiner in Workgroup:  Example: 3620 (optional)

➤ Relevant prior art **found**, search results used as follows:

- ☐ 102 rejection
- ☐ 103 rejection
- ☐ Cited as being of interest.
- ☐ Helped examiner better understand the invention.
- ☐ Helped examiner better understand the state of the art in their technology.

Types of relevant prior art found:

- ☐ Foreign Patent(s)
- ☐ Non-Patent Literature  
(journal articles, conference proceedings, new product announcements etc.)

➤ Relevant prior art **not found**:

- ☐ Results verified the lack of relevant prior art (helped determine patentability).
- ☐ Results were not useful in determining patentability or understanding the invention.

Comments:

Drop off or send completed forms to EIC3600 PK5 Suite 804



Set	Items	Description
S1	1199034	SELECT? OR CHOOS? OR CHOSE? OR CHOICE? OR PRESELECT?
S2	406216	REWARD? OR INCENTIVE? OR GIFT? OR COMPENSAT? OR AWARD? OR - BONUS?
S3	1172124	PERFORMANCE? ?
S4	1776491	GOAL? ? OR TARGET? ? OR LEVEL? ?
S5	44561	S1(5N) (CONSUMER? OR USER? OR BUYER? OR PARTICIPANT? OR CUS- TOMER? OR CLIENT? OR SUBSCRIBER? OR MEMBER? ? OR INDIVIDUAL? - OR PERSON? ?)
S6	21300	S1(5N) (HIREE? ? OR STUDENT? ? OR EMPLOYEE? ? OR WORKER? ? - OR STAFF)
S7	8956	S1(5N) (THEMSELVES OR HIMSELF OR HERSELF OR SELF OR SELVES)
S8	1059608	SET OR SETS OR STTING
S9	29487	S4(5N)S8
S10	3649	S4(10N) (S6 OR S7 OR S5)
S11	331	S9(5N) (THEMSELVES OR HIMSELF OR HERSELF OR SELF OR SELVES)
S12	3969	S10 OR S11
S13	653	S12 AND S3
S14	38	S13 AND S2
S15	48211	S4(5N) (MET OR MEET? OR REACH? OR ATTAIN?)
S16	1705	S15 AND S2
S17	57	S16 AND (S5 OR S6 OR S7)
S18	92	S17 OR S14
S19	86	S18 NOT PY>1999
S20	84	S19 NOT PD=19990818:20020818
S21	84	RD (unique items)
S22	23	S16(20N) (S5 OR S6 OR S7)
S23	24	S13(20N)S2
S24	45	S22 OR S23
S25	42	S24 AND S21

? show file;t 25/5/all

File 2:INSPEC 1898-2005/Oct W3  
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25/5/1 (Item 1 from file: 2)

DIALOG(R)File 2:INSPEC

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06957423 INSPEC Abstract Number: C9808-1290-031

**Title: Optimal time for the withdrawal of the voluntary retirement scheme in manpower planning**

Author(s): Subramanian, V.S.

Author Affiliation: Madras Univ., India

Journal: International Journal on Information and Management Sciences  
vol.9, no.1 p.25-35

Publisher: Graduate Inst. Manag. Sci. Tamkang Univ,

Publication Date: March 1998 Country of Publication: Taiwan

CODEN: IIMSEQ ISSN: 1017-1819

SICI: 1017-1819(199803)9:1L:25:OTWV;1-A

Material Identity Number: N644-98002

Language: English Document Type: Journal Paper (JP)

Treatment: Theoretical (T)

**Abstract:** In any organization the required staff strength is maintained through fresh recruitments. The exit of personnel from an organization is a common phenomenon which is known as wastage. Many stochastic models dealing with wastage are found in Bartholomew and Forbes (1979). In production oriented organization the staff strength is based on the volume of production which in turn depends on the market conditions. Any organization may like to reduce the staff strength whenever it crosses the required level. A well known policy is to allow the employees to go on voluntary retirement providing them with suitable financial package as **compensation** or **incentive**. In this paper a period of length T years is considered during which the employees are permitted to go on voluntary retirement on k **selected** epochs. As and when the **staff strength reaches a level**, which is called the threshold level the voluntary retirement scheme is withdrawn because the staff strength **reaches** the required **level**. The optimal length of T years which is numerically illustrated with graphs is obtained based on certain assumptions. (4 Refs)

Subfile: C

Descriptors: management science; personnel; stochastic processes

Identifiers: voluntary retirement scheme; manpower planning; production oriented organization; market conditions

Class Codes: C1290 (Applications of systems theory); C1140Z (Other topics in statistics)

Copyright 1998, IEE

25/5/2 (Item 2 from file: 2)

DIALOG(R)File 2:INSPEC

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05834223 INSPEC Abstract Number: C9501-6170K-086

**Title: An architecture for integrating reasoning paradigms**

Author(s): Skinner, J.M.; Luger, G.F.

Author Affiliation: Air Force Office of Sci. Res., Sandia Nat. Labs., Albuquerque, NM, USA

p.753-61

Editor(s): Nebel, B.; Rich, C.; Swartout, W.

Publisher: Morgan Kaufmann Publishers, San Mateo, CA, USA

Publication Date: 1992 Country of Publication: USA xv+791 pp.

Conference Title: Proceedings of Conference on Principles of Knowledge Representation and Reasoning

Conference Date: 25-29 Oct. 1992 Conference Location: Cambridge, MA, USA



Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P)

Abstract: The objective of this research is to determine what degree of synergistic behavior can be achieved from combining reasoning methodologies in a proper framework, where the strengths of one methodology compensate for the weaknesses in another, and result in a level of performance not achievable by any of the methods individually. We selected four complementary reasoning methods (case-based reasoning, rule-based reasoning, procedural reasoning, and model-based reasoning) for research. The integrating architecture modifies the traditional blackboard problem-solving model to allow multiple reasoning approaches to be combined. A control algorithm for the system is derived from heuristics for employing each of the individual reasoning methods and established blackboard control principles. A prototype demonstrates the production of a synergistic effect by diagnosing faults in a subsystem of the Hubble Space Telescope. Four aspects of the synergism are noted: cooperation, confirmation, refutation, and follow-up. We define these terms and discuss the power gain possible with an integrated reasoning approach to a problem-solving task. (17 Refs)

Subfile: C

Descriptors: blackboard architecture; case-based reasoning; knowledge based systems; model-based reasoning

Identifiers: reasoning paradigms integration architecture; synergistic behavior; reasoning methodologies; complementary reasoning methods; case-based reasoning; rule-based reasoning; procedural reasoning; model-based reasoning; blackboard problem-solving model; control algorithm; Hubble Space Telescope; cooperation; confirmation; refutation; follow-up; integrated reasoning approach

Class Codes: C6170K (Knowledge engineering techniques); C1230 (Artificial intelligence)

25/5/3 (Item 3 from file: 2)

DIALOG(R) File 2:INSPEC

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04864547 INSPEC Abstract Number: C91025927

Title: Licensed security evaluation

Author(s): Farr, T.

Author Affiliation: Logica Space & Defence Syst. Ltd., Cobham, UK

Conference Title: Corporate Computer Security '90. International Exhibition and Conference p.7 pp. vol.2

Publisher: PLF Communications, Peterborough, UK

Publication Date: 1990 Country of Publication: UK 3 vol. 548 pp.

Conference Date: 13-15 Feb. 1990 Conference Location: London, UK

Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P)

Abstract: Under the terms of a new UK Government scheme, Logica is one of only two organizations licensed to undertake independent computer security evaluation of products and systems on a commercial basis. Successful evaluation of a security product will, in general, lead to the award of a Government certificate. This will demonstrate that the product has been found to meet appropriate criteria, and that users of the product can have confidence in its performance. Various criteria are defined, which allow users to select products meeting their required level of security protection. (0 Refs)

Subfile: C

Descriptors: equipment selection (computers); government policies; security of data; software selection

Identifiers: UK; Logica; computer security evaluation; security product; Government certificate; security protection

Class Codes: C0310H (Equipment and software evaluation methods); C0310D (Installation management)

25/5/4 (Item 4 from file: 2)

DIALOG(R)File 2:INSPEC

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04510630 INSPEC Abstract Number: C90003622

**Title: Elementary students use of electronic information services: an exploratory study**

Author(s): Marchionini, G.; Teague, J.

Author Affiliation: Maryland Univ., College Park, MD, USA

Journal: Journal of Research on Computing in Education vol.20, no.2  
p.139-55

Publication Date: Winter 1987 Country of Publication: USA

ISSN: 0888-6504

Language: English Document Type: Journal Paper (JP)

Treatment: General, Review (G); Practical (P)

Abstract: Online databases, information utilities, conferences and bulletin boards offer users easy access to current information from a variety of sources. These electronic information services (EIS) have the potential to affect the way students think about and seek information. The research explored how elementary students used some of these services. Twenty-six elementary students in a talented and gifted program used an online encyclopedia to gather information for written reports on topics of their choice. Primary level (grades 2-3) student performance was compared to upper level (grades 4-6) student performance by examining topic selected, search pattern and results, time online, achievement on a knowledge test, written self-report, and a verbal interview. Overall, primary level students were able to use the systems with as much success as upper level students. Upper level students used more books to augment their research. Suggestions for further research are included. (12 Refs)

Subfile: C

Descriptors: educational computing; information services

Identifiers: online databases; electronic information services; information utilities; conferences; bulletin boards; elementary students; online encyclopedia; student performance; topic selected; search pattern; knowledge test; written self-report; verbal interview

Class Codes: C7260 (Information science education)

25/5/5 (Item 1 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01728725 ORDER NO: AADAA-I9959401

**Effects of goal setting procedures on students' mathematical achievement and self-efficacy**

Author: Roulrier, Leslie Roche

Degree: Ph.D.

Year: 1999

Corporate Source/Institution: The University of Connecticut (0056)

Adviser: Thomas Kehle

Source: VOLUME 61/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 85. 89 PAGES

Descriptors: EDUCATION, EDUCATIONAL PSYCHOLOGY; EDUCATION, SECONDARY

Descriptor Codes: 0525; 0533

Goal setting enables students to become actively engaged in their

learning and to assume some degree of responsibility for it. Although numerous researchers have studied this phenomenon, in recent years several social-cognitive theorists have begun to examine goal setting in terms of its relationship with the development of self-efficacy. Proponents of Bandura's model of reciprocal causation contend that goals provide both direction and **incentives** for action, while also serving to help students develop standards against which they can gauge their individual **performance**. The purpose of this study was to investigate the differential effectiveness of **self - set** versus **teacher- set goals** on skill acquisition and academic **self -efficacy** for low achieving seventh grade students. A pretest-posttest control group research design was used in this investigation.

In this design, there were two experimental groups and one control group. Thirty-nine seventh graders were randomly assigned to control and experimental groups. The subjects in all groups were administered pretests and posttests in fraction skill and self-efficacy. All groups participated in five twenty minute training sessions, during which they worked on packets containing five sets of material. Subjects in Experimental Group I were assigned individual goals, based on the number of problems completed during the previous day. After receiving feedback regarding the number of problems previously completed, subjects in Experimental Group II set their own goals. No goals were set for the control group.

Multivariate analysis of covariance (MANCOVA) revealed no statistically significant difference between the mean posttest achievement and self-efficacy scores of the experimental and control groups with respect to group or gender. The covariates, a fraction skill achievement pretest and self-efficacy pretest, were, however, significant.

Both researchers and educators continue to search for viable methods of motivating and instructing students, who continue to be largely unsuccessful with respect to mathematics achievement. Therefore, while the results of this study did not support the differential effectiveness of a particular form of goal setting, questions raised during the investigation suggest the need for additional research within educational settings.

25/5/6 (Item 2 from file: 35)  
DIALOG(R)File 35:Dissertation Abs Online  
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01728493 ORDER NO: AADAA-I9958528

**An investigation into the use of human resources factors to support  
business process reengineering implementation**

Author: Metchick, Robert Harold

Degree: Ph.D.

Year: 1999

Corporate Source/Institution: Rensselaer Polytechnic Institute (0185)

Adviser: Richard P. Leifer

Source: VOLUME 61/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 262. 678 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT ; ENGINEERING,  
INDUSTRIAL

Descriptor Codes: 0454; 0546

Business process Reengineering (BPR) is a popular methodology used to plan and implement radical organizational change. However, many organizations attempting to implement BPR have reported failure to **attain** their **goals**. Many writers have implied that the high rate of reengineering failures may be attributable to a failure to properly support BPR implementation with appropriate human resources management (HRM) policies and practices. This study sought to determine how organizations

undergoing BPR implementation utilized human resources policies and practices to support implementation efforts and to identify those policies and practices that appeared to be most important in achieving success.

This research is presented as a series of case studies, utilizing a qualitative approach and methodology, and examines six organizations undergoing reengineering implementation. Work processes were observed, archival information analyzed, and interviews conducted with employees at all levels of the organizations under study.

Results suggest that three specific HRM systems—communications, leadership, and vision—evolved further among organizations in this sample reporting BPR successes than other human resources systems. Changes in other HRM systems, such as team-based organization designs and substantive changes to organizational structure appeared to be evolving more slowly. There did not appear to be any evidence that of a strong association between the use made of **reward**, performance appraisal, or **employee selection** systems used and BPR success. Successful organizations in this sample were found to have typically focused on fulfilling technical training needs at the expense of developing other skills and knowledge generally thought necessary to succeed in collaborative, team-based organizations.

The organizations that reported successful BPR implementations were found to have made changes in individual HRM systems, rather than in entire portfolios of HRM systems. The pattern that emerged from this sample of organizations was one of making modest changes in a small number of their HRM systems rather than revolutionary changes to any one specific system.

In this study, the strategy of interest was Business Process Reengineering, but the same assertions regarding the use of HRM factors to support successful program implementations can be made for other, transformational change strategies.

25/5/7 (Item 3 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01650695 ORDER NO: AAD98-35787

**GENERATING MOTIVATION THROUGH GOAL ELABORATION: EFFECTS ON GOAL DIFFICULTY, GOAL COMMITMENT, PERSISTENCE, AND PERFORMANCE (GOAL SETTING, BEHAVIOR CHANGE)**

Author: RELF, BLAIR CARLTON

Degree: PH.D.

Year: 1998

Corporate Source/Institution: CALIFORNIA SCHOOL OF PROFESSIONAL  
PSYCHOLOGY - SAN DIEGO (0379)

Chairperson: DELBERT M. NEBEKER

Source: VOLUME 59/06-B OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 3105. 192 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL ; PSYCHOLOGY, CLINICAL ; PSYCHOLOGY,  
DEVELOPMENTAL ; PSYCHOLOGY, SOCIAL

Descriptor Codes: 0624; 0622; 0620; 0451

The ability to raise one's own and others motivation has broad and valuable applications throughout peoples' lives. The initial support from this study for the construct of "goal elaboration" suggests that we may have a tool to help us in this effort. The construct of elaboration, borrowed from cognitive psychology (i.e., cognitive elaboration) (Craik & Lockhart, 1972) and social psychology (i.e., attitude elaboration) (Petty & Cacioppo, 1986), is applied to goals forming the proposed construct, "goal elaboration," in an effort to better understand goal intensity's role in goal setting theory (Locke & Latham, 1990). An elaboration of the **rewards** and instrumentalities of a task was induced in twenty of sixty subjects

participating in a three-condition experiment (control, reward, and goal elaboration plus reward). Self-efficacy (Bandura, 1986) was also measured and hypothesized as an independent variable. Goal difficulty (self-selected), goal commitment (self-reported), persistence (time spent), and performance (number correct) were each hypothesized to be positively influenced by the presence of reward, the goal elaboration treatment, and an interaction between self-efficacy and goal elaboration.

A series of multiple regression and path analyses revealed that the "goal elaboration plus reward" condition had statistically and practically raised levels of all four dependent variables--goal difficulty, goal commitment, persistence, and performance. The "reward condition" and the interaction between self-efficacy and "goal elaboration plus reward" failed to impact any of the dependent variables significantly. Thus, while self-efficacy had a strong direct effect upon goal difficulty and performance, it did not prove to moderate goal elaboration.

The model derived from the data was largely consistent with previous goal setting research, while additionally illustrating the important role of the proposed cognitive-emotive construct--goal elaboration. Goal elaboration was influenced through practical exercises and was strongly related to one's level of motivation. The effect sizes and levels of significance were substantial, supporting the plausibility of this interesting and influential new construct. The discussion addresses how goal elaboration may be valuable in individual development efforts that focus on behavior change, psychotherapy, and performance coaching, and in organizational development efforts that focus on leadership development, organizational alignment, and organizational change.

25/5/8 (Item 4 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01644650 ORDER NO: AAD98-32143

**DETERMINANTS AND CONSEQUENCES OF PARENTAL SCHOOL CHOICE (EDUCATION POLICY, MINNESOTA, PUBLIC SCHOOLS)**

Author: GLAZERMAN, STEVEN MICHAEL

Degree: PH.D.

Year: 1998

Corporate Source/Institution: THE UNIVERSITY OF CHICAGO (0330)

Adviser: ROBERT H. MEYER

Source: VOLUME 59/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1521. 202 PAGES

Descriptors: EDUCATION, SOCIOLOGY OF ; EDUCATION, ELEMENTARY ;  
ECONOMICS, GENERAL ; EDUCATION, ADMINISTRATION

Descriptor Codes: 0340; 0524; 0501; 0514

Those who favor expansion of consumer choice in education claim that competition would force schools to improve. Critics claim that it would sort students by race and class. A competitive market will provide what consumers demand, yet neither side has empirical evidence on such consumer preferences to back up their claims. Here we offer such evidence. The dissertation estimates a conditional logit model using original data collected by the author from a public school choice program in Minneapolis, Minnesota, in order to infer how families trade off the convenience of a shorter commute with school quality and peer group characteristics. The evidence suggests that at the primary school level consumer choice alone would not raise schools' academic performance, as traditionally defined.

Parents in Minneapolis were not more likely to choose elementary schools with high test scores or greater value added. Rather they preferred

schools relatively close to home and ones where they were better represented ethnically and racially. Simulations suggest that expanding choice could ultimately lead to severe, but not total segregation by race and ethnicity, perhaps no worse than would arise in a system of neighborhood schools. Even if consumer choice alone does not give schools incentives to raise their academic performance, the social cost in terms of racial segregation may still be outweighed by the private benefits in terms of consumer satisfaction.

25/5/9 (Item 5 from file: 35)  
DIALOG(R) File 35:Dissertation Abs Online  
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01612874 ORDER NO: AAD98-13293  
AN INVESTIGATION OF NON- COMPENSATORY DECISION STRATEGIES UTILIZED IN  
TRANSPORTATION CARRIER SELECTION FOR OUTBOUND SURFACE SHIPMENTS OF GENERAL  
COMMODITY FREIGHT

Author: KUCUKARSLAN, IBRAHIM OMER

Degree: PH.D.

Year: 1997

Corporate Source/Institution: THE OHIO STATE UNIVERSITY (0168)

Adviser: MARTHA C. COOPER

Source: VOLUME 58/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3992. 247 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT ; TRANSPORTATION

Descriptor Codes: 0454; 0709

The primary objective of this study was to gain further insight into the decision strategies used by shippers to select transportation services providers and in particular, to verify the idea that transportation carrier selection criteria importance is a multidimensional concept. The results indicate that shippers utilize a combination strategy of non- **compensatory** and **compensatory** decision rules to initially set minimally acceptable levels of performance for carrier selection criteria (i.e., freight rates, delivery time variability, ..., etc.), then make specific cost/service trade-offs among the remaining acceptable levels of cost/service to arrive at a decision. Presently, there is very little research in either the logistics or transportation literature that has examined the decision strategies employed by individual managers.

The reason for this research was an outgrowth of everyday experience; namely, the belief that consumers consistently use decision rules (non- **compensatory** decision strategies) to simplify their decision-making process. For example, when purchasing a new vehicle there are several million options to choose from. If the consumer were to use a purely **compensatory** decision strategy to arrive at a choice, he/she would have to make specific trade-offs between millions alternative vehicles. Everyday experience tells us that, it is not the way a "rational" consumer buys a car. Most consumers restrict the set of alternatives to a manageable size, for example, automatic transmission, moderate to excellent gas mileage, moderate to excellent reliability, then make specific trade-offs among the remaining alternatives, i.e., sacrificing a little quality for a greater price discount, or choosing a bigger engine at the expense of lower gas mileage. The results of this research indicate that shippers use similar decision strategies in carrier selection and the implications it may have on carrier selection were further explored.

If only a **compensatory** measure of carrier selection criteria is assumed by the carrier, the results of this research indicate that the carrier may not be allocating its resources in the most efficient manner. Based on the results of this study, if the carrier allocates resources in a

manner that is congruent with the relative value or utility dimension of criteria importance, which indicated that on-time delivery was the most valued criteria, it would be underestimating the importance the shipper places on loss & damage, which was the factor with the highest cutoff severity value. Thus, the carrier might upgrade its information systems, purchase more tractors, optimize its routing and scheduling, in order to improve on-time delivery, but at the same time, may be neglecting to improve its loss and damage performance to a level that would meet shippers' minimally acceptable performance standards.

25/5/10 (Item 6 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01521376 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.  
LOCAL POLITICAL CLASSES AND ECONOMIC DEVELOPMENT. THE CASES OF ABRUZZO AND PUGLIA IN THE 1970S AND 1980S (ITALY)

Author: PIATTONI, SIMONA C.

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Descriptors: POLITICAL SCIENCE, GENERAL ; URBAN AND REGIONAL PLANNING

Descriptor Codes: 0615; 0999

Local political classes determine whether relatively underdeveloped regions catch up with, or lag behind, the more developed ones. The enforcement of contracts and a climate of mutual trust are fundamental elements that political systems provide to economic development. As soon as the first levels of development are attained, the political system must also play a more pro-active role, by encouraging on the part of economic actors decisions with deferred returns and collaborative behaviors which, alone, lead to higher levels of development. Whether or not the local political system performs these functions determines whether relatively underdeveloped regions progress or stagnate. The experience of two southern Italian regions, Abruzzo and Puglia, in the 1970s and 1980s constitutes the evidence to support this argument.

Abruzzo's local political system, characterized by "virtuous clientelism", provided the collective goods necessary for the successful development of its provinces along two strategies of industrialization, "from above" and "from below". These same strategies, however, failed in Puglia, because its political system, being characterized by "inefficient clientelism", could not provide the necessary public goods. Therefore, Abruzzo progressed while Puglia stagnated. Only cohesive patrons faced by a compact and vocal opposition may have an interest in catering to the needs of the entire community by providing goods which may benefit their own, as well as competitors', clients. Divided patrons, instead, can only cater to the needs of their own clients by distributing selective goods. Despite their ineffectiveness, they can still maintain their power because the opposition is weak and divided. The relative strength of the governing factions and opposition parties creates incentives for the adoption of one or the other type of clientelism, but the creative choices of the local patrons are the ultimate determinants of the type of clientelism that obtains locally. (Copies available exclusively from MIT Libraries, Rm. 14-0551, Cambridge, MA 02139-4301. Ph. 617-253-5668; Fax 617-253-1690.)

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01517776 ORDER NO: AAD96-39108

**MULTIPLE INTELLIGENCES AND THE GIFTED IDENTIFICATION OF AFRICAN-AMERICAN STUDENTS**

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Year: 1996

Corporate Source/Institution: OLD DOMINION UNIVERSITY (0418)

Chairperson: MAURICE R. BERUBE

Source: VOLUME 57/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

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Descriptors: EDUCATION, ADMINISTRATION ; EDUCATION, SPECIAL ; EDUCATION, BILINGUAL AND MULTICULTURAL ; BLACK STUDIES ; EDUCATION, ELEMENTARY

Descriptor Codes: 0514; 0529; 0282; 0325; 0524

There have been three national reports addressing **giftedness** : Education of the **Gifted** and Talented: Report to the Congress of the United States by the U.S. Commissioner of Education (1972) AKA the Marland Report; The National Report on Identification: Assessment and Recommendations for Comprehensive Identification of **Gifted** and Talented Youth (1982) AKA the National Report on Identification; and National Excellence: A Case for Developing America's Talent (1993) AKA National Excellence. All have documented the underrepresentation of African-American students in programs for the **gifted** and talented and the disproportionate reliance on standardized intelligence and achievement tests for **gifted** and talented program **selection** .

Traditionally, African-American **students** have not performed well on standardized tests and, as a consequence, have not been selected to participate in **gifted** and talented programs proportionate to their representation in the student population. This exacerbates and perpetuates the underrepresentation of African-American students in **gifted** and talented programs.

Pluralistic assessment (PA), in which criteria in addition to standardized intelligence and achievement tests (portfolios, inventories, product evaluation, norming for subpopulations, case studies, etc.) are used to identify **gifted** students, has been advocated as a possible supplement to, or alternative to standardized tests. An assessment instrument based on Howard Gardner's multiple intelligences (MI) theory, the Teele Inventory of Multiple Intelligences (TIMI) may assist in **meeting** PA **goals** and may be a possible alternative to traditional intelligence and achievement tests for identifying **gifted** African-American students.

Generally, this study addressed the use of standardized tests to identify African-American urban fourth grade students who may possess the potential to participate in **gifted** and talented programs. Specifically, it sought to determine, through cross-validation of a multiple intelligences instrument, whether the subscales of a MI instrument could identify a statistically significant greater number of potentially **gifted** African-American urban fourth grade students than the subscales of a general intelligence (g) instrument. The TIMI was the MI instrument used in this study. And, the Otis-Lennon School Ability Test (OLSAT) was the (g) factor instrument used in this study.

This study found that there was no statistically significant difference in the ability of the TIMI or OLSAT to identify **gifted** students in general. However, the TIMI consistently identified more **gifted** students than the OLSAT. Also, there was a statistically significant difference in the ability of the TIMI's TIMI 3 subscale (intrapersonal



intelligence) and the OLSAT to identify **gifted** African-American students and to identify **gifted** students as a function of race. Because of the small subject size, caution should be utilized in interpreting these results. There was a statistically significant difference in the ability of the TIMI's TIMI 4 (spatial intelligence) and TIMI 6 (bodily-kinesthetic intelligence) subscales and the OLSAT to identify **gifted** students as a function of sex.

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01472045 ORDER NO: AADAA-I9609951  
**PUBLIC POLICY AND METHODOLOGICAL ISSUES IN THE DESIGN AND EVALUATION OF  
EMPLOYMENT AND TRAINING PROGRAMS AT THE SERVICE DELIVERY AREA LEVEL**  
Author: HEINRICH, CAROLYN JEAN SULLIVAN  
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Adviser: JAMES J. HECKMAN  
Source: VOLUME 56/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 4941. 316 PAGES  
Descriptors: POLITICAL SCIENCE, PUBLIC ADMINISTRATION ; ECONOMICS, LABOR  
; SOCIOLOGY, PUBLIC AND SOCIAL WELFARE  
Descriptor Codes: 0617; 0510; 0630

The research presented in this dissertation addresses concerns about the operations and outcomes of employment and training programs under the Job Training Partnership Act (JTPA), as they impinge directly on service provision at the local level. These include concerns about: the influence of JTPA **performance** standards and other administrative practices on the **selection** of program **participants**, the types of services made available to them, employment retention, and the long-term impacts of JTPA program services. Embodied in this research is a case-study of a local JTPA service delivery area (SDA), and an evaluation of a job-training demonstration program operating in this SDA. A principal research objective is to develop an accurate model of the JTPA program processes of **participant selection** and service assignment at the SDA and service provider **levels**. Modelling and understanding these processes is important to the analysis and resolution of both policy and technical evaluation questions. Another main objective is to evaluate the effectiveness of a new approach to serving "hard-core" job-training eligibles. I use econometric methods of program evaluation and incorporate knowledge gained about the SDA's service delivery processes to obtain estimates of the demonstration program's differential effects relative to standard JTPA program services. A secondary objective is to study how this SDA contracts with local service providers and evaluates their **performance** relative to SDA-level target population and **performance** goals. I find that changes in federal- and state-level **performance** standards and other administrative policies are not always implemented at the SDA level. I also show that the current **performance** standards likely do encourage "creaming" through direct and indirect **incentives** they generate in the administrative and **participant selection** processes, and that creaming has negative implications for the achievement of equity goals and the maximization of earnings gains through program participation. In general, though, I find that when appropriately designed to align administrative **incentives** with desired program goals, **performance** standards can serve as effective tools for bureaucratic program management. I recommend changes to the JTPA **performance** standards system that would re-align its focus on explicit **goals** of employment

retention and the attainment of economic self-sufficiency for program participants.

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01398787 ORDER NO: AAD95-06010  
**RESOURCES, REWARDS, AND ACHIEVEMENT GOALS AS DETERMINANTS OF RESEARCH PRODUCTIVITY: A STUDY OF OCCUPATIONAL THERAPY FACULTY**  
Author: ITO, MAX AKIRA  
Degree: PH.D.  
Year: 1994  
Corporate Source/Institution: THE UNIVERSITY OF TEXAS AT AUSTIN (0227)  
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Source: VOLUME 55/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 3052. 291 PAGES  
Descriptors: EDUCATION, ADMINISTRATION; EDUCATION, HIGHER  
Descriptor Codes: 0514; 0745

This study examined the relationship of resources, rewards and achievement goals with research and scholarly productivity among full-time occupational therapy faculty. An attempt was made to explain some of the variation in productivity and account for possible reasons why only a small percentage of faculty members are involved in research.

Institutional resources and rewards related to research and scholarly work are commonly used as productivity incentives for faculty members. The results of the study showed how occupational therapy faculty members perceived the value of those incentives. The concept of achievement goals, viewed as an approach to explaining motivation and achievement, was used as an exploratory determinant of research and scholarly productivity.

A survey instrument, adapted to meet the goals of this study, was sent to 200 randomly selected full-time occupational therapy faculty members. There were 172 respondents, of which, fewer than 10 percent were full professors, 33 percent were associate professors, and 43 percent assistant professors.

Significant associations were found between a number of variables and elements of research and scholarly productivity. Overall, institutional resources were found not to be a significant incentive to be productive in research or scholarly activities. Under the rewards variable, the opportunity to share or communicate one's work with peers had the most significant association with productivity, and the opportunity for an appointment on a committee had a significant inverse relationship. Under the achievement goal variable, a mastery goal-orientation had a significant positive association with productivity. Under background characteristics, educational level was positively associated with all productivity categories.

The results of this study suggest that further examination of the association between achievement goals and research/scholarly works is warranted. The findings have implications for directors of faculty development or vitality programs to improve the efficacy of their resources. Faculty members could adapt their own motivational strategies to meet personal and professional objectives for growth, advancement, and achievement.

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01352176 ORDER NO: AAD94-11889

**AN INVESTIGATION OF COMPETENCIES NEEDED FOR TEACHERS OF GIFTED AND TALENTED IN TEXAS (TEACHER COMPETENCIES)**

Author: RENDON, REBECCA VILLARREAL

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Source: VOLUME 54/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4407. 153 PAGES

Descriptors: EDUCATION, SPECIAL; EDUCATION, CURRICULUM AND INSTRUCTION

Descriptor Codes: 0529; 0727

Research questions. Four research questions guided this study: (1) To what degree is there agreement between college and university program directors and teachers on importance of competencies? (2) To what degree is there agreement between teacher rating of importance of competencies and their rating of attainment of competencies? (3) To what degree is there agreement between college and university program directors rating of importance of competencies and their rating of attainment of competencies? (4) To what degree is there agreement between teachers and college and university program directors and their rating of the need for state-mandated certification standards to attain competencies?

Population and sample. The target population for generalization was male and female teachers of the gifted and talented and male and female college and university directors of programs for the gifted in the state of Texas. The sample of teachers was randomly selected from members of the Texas Association for the Gifted and Talented (TAGT) and represented Regions I and VII, as identified by Education Service Centers, in the state of Texas. The university directors were selected from The Institutions of Higher Education in Texas, 1991-1992 which was published by the Texas Higher Education Coordinating Board. There were 25 university directors and 211 teachers who were contacted.

Research design and procedures. A descriptive survey in the form of a questionnaire was designed and utilized to collect data from the two target groups. Respondents were asked to rate 11 competencies and six professional development components on a 5-1 Likert scale, indicating the importance of each for teachers of the gifted. Statistical procedure to analyze the data included: (1) frequency distributions of the demographic subgroups: age, gender, experience in education, experience in education of the gifted, inservice training, graduate training, and current position and grade; (2) the Spearman's rank correlation coefficient for agreement among directors and practitioners; and (3) chi-square to check for differences between college and university directors and practitioners and their perceived need for state mandate certification standards for teachers of the gifted. (Abstract shortened by UMI.)

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01322783 ORDER NO: AAD93-34439

**CAGED BIRDS DO SING: GIFTED STUDENTS WITH CEREBRAL PALSY**

Author: WILLARD-HOLT, COLLEEN

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Year: 1993

Corporate Source/Institution: PURDUE UNIVERSITY (0183)

Major Professor: J. WILLIAM ASHER

Source: VOLUME 54/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 2518. 416 PAGES  
Descriptors: EDUCATION, PSYCHOLOGY; EDUCATION, SPECIAL  
Descriptor Codes: 0525; 0529

This study explored the lived experiences of **gifted** students who have cerebral palsy and are not able to communicate with speech. Embedded in the theoretical perspectives of phenomenology and symbolic interactionism, qualitative cross-case methodology was employed to investigate the following questions: in what ways do these students indicate their intellectual abilities, and what instructional strategies or techniques are especially beneficial in developing these abilities?

Two **participants** were located who met the **selection** criteria. One **student** was placed in a self-contained **gifted** program at the elementary level; the other was enrolled in regular and college preparatory classes at a comprehensive high school. Data collection occurred over a three-year time span, and employed these research methods: participant observation, interviewing, document analysis, audiotaping, and videotaping. Data were analyzed using analytic induction, constant comparison, open coding, axial coding, selective coding, diagramming, and cross-case analysis.

The students demonstrated the following characteristics of **giftedness**: advanced academic abilities (especially mathematical and verbal skills), broad base of knowledge, quickness of learning and recall, sophisticated sense of humor, curiosity, insight, maturity (shown through motivation, goal orientation, determination, patience, and recognition of one's own limitations), desire for independence, and use of intellectual skills to cope with the disability. Instructional variables conducive to the development of these skills included willingness of the teachers to accommodate, mainstreaming with nondisabled **students**, **individualization** and opportunities for student **choice**, hands-on experiences, development of thinking skills, simulation, thematic instruction, and high-level discussion.

Four assertions emerged from the cross-case analysis. In brief, these related to the difficulty in expressing and recognizing indicators of **giftedness**; differential impact of classroom atmosphere, structure, and instructional activities; integration into regular classrooms; and barriers which must be overcome in order for these students to **meet** their goals. In addition, strong themes of conflict and interference emerged.

Theoretical implications were drawn between the results and the frameworks of phenomenology and symbolic interactionism, and the information-processing model of intelligence. Implications for educators were delineated in the hope that the abilities of more of our students may be recognized and nurtured.

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01309544 ORDER NO: AAD93-26166  
**AN INVESTIGATION OF THE RELATIONSHIP AMONG SELF-EFFICACY BELIEFS,  
GOAL-SETTING, AND ACADEMIC PERFORMANCE OF STUDENTS IN A TRANSITION TO  
HIGH SCHOOL PROGRAM (HIGH SCHOOL TRANSITION)**

Author: KINSMAN, CHERYL ANN

Degree: PH.D.

Year: 1993

Corporate Source/Institution: LOYOLA UNIVERSITY OF CHICAGO (0112)

Director: STEVEN BROWN

Source: VOLUME 54/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 1680. 95 PAGES

Descriptors: EDUCATION, GUIDANCE AND COUNSELING; EDUCATION, PSYCHOLOGY  
Descriptor Codes: 0519; 0525

Academic success can be influenced by a number of different factors including one's academic **self** -efficacy beliefs and the **goals** one **sets** for oneself. The relationship among **self** -efficacy beliefs, academic goals, and academic achievement of underachieving high school students (N = 82) in a transition to high school intervention program was explored. Academic self-efficacy beliefs were found to relate significantly and positively to academic **performance** . Academic goals were significantly and positively related to self-efficacy beliefs but not to academic **performance** . It was also found that ability moderated the relationship between self-efficacy and **performance** . Self-efficacy and academic **performance** were related in high ability students but unrelated in low ability students. Thus, results suggest that self-efficacy beliefs are not likely to have **compensatory** effects on academic **performance** when ability is lacking. Therefore, interventions with low aptitude students may need to strengthen skills and abilities before self-efficacy can have much impact. Academic goals were also found to be significantly and positively related to academic **performance** for the high ability group only.

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01298882 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.  
**PRICING IN MULTIPLE SERVICE CLASS COMPUTER COMMUNICATIONS NETWORKS**

Author: COCCHI, RONALD PAUL

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Year: 1992

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Source: VOLUME 54/03-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1491.

Descriptors: COMPUTER SCIENCE

Descriptor Codes: 0984

In order to meet the varied quality-of-service requirements of network applications (such as file-transfer, video, and voice), future packet-switched computer networks will offer multiple service classes. Multiclass network service disciplines, if used properly, utilize network resources more efficiently than single-class service disciplines. Whether or not these multiple service classes are used properly depends on the **incentives** users encounter when using the network. Thus, the issue of user **incentives** must be considered in the design and implementation of internet protocols. Two important forms of user **incentives** in internets are network **performance** and pricing.

We study the role of pricing policies in multiple service class networks. We first argue that some form of service-class sensitive pricing is required in order for any multiclass service discipline to have the desired effect. Borrowing heavily from the Nash implementation paradigm in economics, we present an abstract formulation of service disciplines and pricing policies, allowing us to clearly describe the interplay between service disciplines and pricing policies. Effective multiclass service disciplines allow networks to focus resources on **performance** sensitive applications. Effective pricing policies can distribute the benefits of multiple service classes to all users, rather than having these benefits remain exclusively with the users of **performance** sensitive applications.

We next analyze the effect of a usage-sensitive pricing scheme on

total happiness. Economists have long argued that any scarce resource shared by a large group of self-interested users, requires some form of usage-sensitive incentive structure to discourage overuse. We assess utility in two types of network models: reservation-oriented and reservationless. The former model examines charging in the context of admission control where user demand is a function of the price paid for network service. The charge discourages a fraction of the population with lower benefits so that users with higher benefits experience less delay in obtaining network service, thereby, experiencing increased utility. The latter model holds offered load constant and varies the data pipe size to reflect different levels of network congestion. In this model, the charge encourages users to select the priority most appropriate to their application. (Copies available exclusively from Micrographics Department, Doheny Library, USC, Los Angeles, CA 90089-0182.)

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01276512 ORDER NO: AAD93-05083  
**INTERRUPTIBLE ELECTRIC TARIFFS WITH EARLY NOTIFICATION OPTIONS  
(NOTIFICATION TIME)**

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Chair: SHMUEL S. OREN  
Source: VOLUME 53/10-B OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 5428. 119 PAGES  
Descriptors: OPERATIONS RESEARCH  
Descriptor Codes: 0796

Analysis of tariffs for interruptible electric service has focused on varying the demand charge for customers with different interruption outage costs. None of the existing models include notification time, an important element of actual interruptible service programs and tariffs. This dissertation develops a general methodology for pricing and designing interruptible electric tariffs with early notification options.

A tradeoff exists between uncertainty in the magnitude of an impending generation system shortfall (period when demand exceeds supply) and customer outage costs. As an impending shortfall nears, uncertainty in shortfall magnitude decreases, while customer outage costs increase because of decreasing notification time. The problem posed here is to minimize expected total customer outage costs while ensuring that electric load does not exceed supply. The decision policy is to allocate notifications among customers. Because customer outage costs are private information, the optimal allocation must be induced through pricing. Customers self-select the rationing priorities that correspond to their interruption losses.

A two-period model is developed. Customers may be notified in the first period or interrupted without notification in the second period. The proposed interruption insurance scheme allows a customer to choose either early notification and pay a fixed fee, or select no notification along with a level of compensation when interrupted. The chosen compensation determines customer service priority and corresponding price and service reliability. Service priority is interpreted as an externality component of the marginal cost of system shortfall.

Multi-period models are considered. The general problem is cast as a stochastic dynamic programming problem, and is intractable. When customer outage costs are multiplicative or submodular, customers may be ordered by notification cost, and the optimal allocation can be implemented through a

price mechanism. The corresponding pricing problem reduces to developing a complex but unidimensional priority menu.

The models developed here are compared with other modeling frameworks, including the newsboy problem, financial models, and stochastic programming models.

Implementation issues are discussed. Equity considerations are included. The free rider problem and the tariff design issue of pay for performance vs. embedded incentives are examined.

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01250170 ORDER NO: AAD92-25974

**THE BIBLE INSTRUCTOR: A MANUAL FOR THE TRAINING OF LAY BIBLE INSTRUCTORS**

Author: DUNBAR, COLIN ALFRED

Degree: D.MIN.

Year: 1992

Corporate Source/Institution: ANDREWS UNIVERSITY (0443)

Adviser: DOUGLAS R. KILCHER

Source: VOLUME 53/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

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Descriptors: EDUCATION, RELIGIOUS; RELIGION, GENERAL; RELIGION, CLERGY

Descriptor Codes: 0527; 0318; 0319

**Problem.** The Seventh-day Adventist Church in the North American Division spends a considerable amount of money in an attempt to attract and assimilate new members. This is done primarily through public evangelism and the developing of tools for the use of its members in evangelism. The non-Caucasian sector, with its limited financial means and academic levels of attainment, finds itself in a precarious situation. This study was undertaken to develop a cost effective tool that would minimize these limitations and help the church in its goal of evangelization.

**Method.** Individuals were chosen based on their non-exposure to spiritual gifts theology. A three-hour seminar on spiritual gifts was conducted on January 4 and 5, 1991 at the Niles Philadelphia SDA Church and dealt with: (1) historical and theological perspectives, (2) spiritual gifts survey, and (3) the formulation of a Bible Instructor's class on the basis of the Spiritual Gifts Clusters. A Bible Instructor's Manual was compiled which dealt with pertinent areas of Bible instructorship. From this manual the class was taught. As with all instruments, this program needed to be evaluated in order to reflect the relevance of this method of choosing Bible Instructors and the tool's reliability to aid in training lay Bible Instructors.

Terminal consideration was given to lessons gleaned as a result of the project along with suggestions for improvement.

**Results.** The study and implementation of this manual will reveal the following: (1) A significant portion of lay persons can be guided and trained in Bible instructorship with a possible higher degree of success in soul-winning. (2) An individual's understanding of spiritual gifts may increase awareness of his or her particular area of ministry. (3) Those individuals that possess at least two of the dominant gifts as in Evangelism, Teaching, and Exhortation, and at least two of the subordinate gifts as in Knowledge, Helps, Encouragement, and Leadership in a gift mix/cluster may be more successful and experience greater longevity as Bible Instructors. (Abstract shortened with permission of author.)

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**PSYCHOSOCIAL PROBLEMS OF GIFTED CHILDREN**

Original Title: PROBLEMATICA PSICOSOCIAL DEL NINO BIEN DOTADO

Author: JUIDIAS BARROSO, JERONIMO

Degree: PSYCH.D.

Year: 1990

Corporate Source/Institution: UNIVERSIDAD DE SEVILLA (SPAIN) (5870)

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The following aims were set as a preliminary step to the proposal of any educative intervention centered on intellectually **gifted** children (I.Q. above or equal to 130): (1) To detect the possible problems of personal and social adaptation in this kind of subjects. (2) To check if there were socialization problems at school and family levels. (3) To know if school curriculum is considered by these children as unsatisfactory. (4) To describe the parents' and teachers' attitudes towards special education of **gifted** children. Students of the 8th course of E.G.B. in the city of Seville were the population of this study (neutralizing in this way the **level** variable). In this city, 870 **students** were **chosen** by means of a simple random sampling, of which only 8 met the established requirements to be considered 'intellectually **gifted**'. They were given the following tests: Battery of Socialization (BAS-3) (Silva and Martorell, 1983), Social Climate Scale (Moos et al., 1981), Adjustment Inventory for Adolescents (Bell, 1934), and Sociometric Test. Their teachers were given BAS-1 and a scale of attitudes towards special education (Urban, 1985); and their parents were given a BAS-2, the already mentioned scale of attitudes towards special education, and also a questionnaire about family relations and the child's study habits and hobbies.

The analysis of data allows us to establish the following conclusions: (1) Teachers and parents consider these children as socially well adapted; the same result is given by the other students, although it is significantly better in sociotelic than in psicotelic criteria; however, these subjects how adaptation and emotional problems in self-evaluation. (2) Academic problems in school **performance** were observed in the subjects studied, although they are not very much involved in school tasks given that the school curriculum is considered acceptable and easy. (3) Teachers and parents agree with special attention in 'normal centers', which faces up to their favorable attitude towards segregation of mentally handicapped children.

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01210440 ORDER NO: AADNN-61464

**SELF-PROMOTION IN ORGANIZATIONS**

Author: DYKE, LORRAINE SUZANNE

Degree: PH.D.

Year: 1990



Corporate Source/Institution: QUEEN'S UNIVERSITY AT KINGSTON (CANADA) (0283)  
Source: VOLUME 52/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
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Descriptor Codes: 0454; 0624  
ISBN: 0-315-61464-1

This thesis reports the results of both descriptive and explanatory research into self-promotion. Self-promotion is defined as the strategies that individuals use to enhance their candidacy for promotion.

The descriptive study using the act frequency approach, provided a broad description of the domain of self-promotion. Subsequent validation work suggested a more parsimonious scale of self-promotion and revealed positive differentiation as the core of the phenomenon. Self-promoting acts present an image of distinctive competence.

The explanatory research made use of two methods: self-reports and observer reports of individuals regarded as either light or heavy users of self-promotion tactics. The results from both studies indicated that self-promotion is a reasonably predictable response to a competitive environment where performance is rewarded but results are difficult to assess. Individuals who place a high value on promotion and regard themselves as capable of modifying their self-presentations in socially desirable ways are most likely to engage in self-promotion.

Self-promotion was not related to past career progress although observers regarded heavy users as having better chances for promotion than light users. Self-promoters were regarded favourably by peers and superiors. Gender and organizational level did not modify the portfolio of self-promoting tactics chosen. Lack of mobility did not prevent subjects from engaging in self-promotion. No substitutes for self-promotion were found.

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01205296 ORDER NO: AAD92-06798  
**THE INFLUENCE OF FEEDBACK FRAMING ON THE SELF-REGULATORY MECHANISMS GOVERNING COMPLEX DECISION-MAKING (EVALUATION)**

Author: JOURDEN, FOREST JOHN

Degree: PH.D.

Year: 1991

Corporate Source/Institution: STANFORD UNIVERSITY (0212)

Adviser: ALBERT BANDURA

Source: VOLUME 52/09-B OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 5009. 71 PAGES

Descriptors: PSYCHOLOGY, PERSONALITY; PSYCHOLOGY, SOCIAL; BUSINESS ADMINISTRATION, GENERAL

Descriptor Codes: 0625; 0451; 0310

This research was conducted to test the hypothesis that the way in which performance feedback is framed would influence organizational decision-making performance through the mediation of self-regulatory mechanisms.

Subjects served as managerial decision makers in a computerized simulation of a manufacturing organization in which they were required to assign employees, from a roster of those available, to a variety of production subfunctions. Subjects also selected goals for each employee, used supervisory feedback, and provided social rewards.

Subjects managed the organization for three blocks of six trials each. After each block of six trials, subjects perceived managerial self-efficacy, goals for their group's productivity and level of self-satisfaction were measured. The simulation computed the quality of their analytic thinking and calculated their level of organizational productivity.

Subjects received veridical feedback concerning their **performances** framed either as deficits from a goal or as gains toward goal mastery. The deficit-framed condition undermined perceived self-efficacy, decreased self-satisfaction, lowered goal setting, and led to the erratic use of analytic strategies. These influences produced a progressive deterioration in organizational **performance**. The mastery-framed condition increased perceived self-efficacy, self-satisfaction, organizational aspiration, and enhanced the systematic use of analytic strategies. Subjects in this condition maintained a high level of organizational productivity.

Path analyses revealed that perceived self-efficacy and analytic strategies mediated the influence of framing upon organizational **performance**. Past **performance** was related to subsequent **performance** both directly and through the mediation of perceived self-efficacy.

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01202914 ORDER NO: AAD92-05610  
**THREE ESSAYS ON ECONOMIC INCENTIVE MECHANISMS: STUDIES ON PROCUREMENT, REGULATION AND TORT**  
Author: CHE, YEON KOO  
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Year: 1991  
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Adviser: PAUL R. MILGROM  
Source: VOLUME 52/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 3360. 110 PAGES  
Descriptors: ECONOMICS, GENERAL; ECONOMICS, THEORY  
Descriptor Codes: 0501; 0511

The dissertation has three essays. The first essay examines the effect of design competition (which is prevalent in government procurement) by developing a model of two-dimensional auctions, where bidders bid on both price and quality. Three schemes--(1) first-value, (2) second-value, (3) second-preferred-offer--are considered. When the buyer uses her true utility function to score the bids (naive scoring rule), (i) all three schemes yield the same expected utility to the buyer, and (ii) first- and second-value auctions induce the first best level of quality, which turns out to be excessive from the **buyer**'s viewpoint. When the **buyer chooses** the scoring rule in her best interest, the resulting scoring rule would discriminate against quality.

The second essay examines **performance incentives** of those regulators who anticipate getting post-retirement employment in a regulated industry. Contrary to conventional wisdom, this "revolving doors" phenomenon may serve the interests of the government. A regulator's concern for her second career may be beneficial because (i) her effort to enhance her industry qualifications may have a complementary effect on her regulatory **performance**, or (ii) the agent may become more aggressive in regulation to signal her industry qualifications. Collusion between a regulator and a regulated firm can be also beneficial because (iii) the regulator may increase her monitoring effort to increase the chance of being offered a bribe, or (iv) collusion can mitigate the harmful effect of

monitoring on the firm's reliance investment.

The third essay studies the effect of liability and regulatory rules when a potential injurer can take two types of preventive care, one of which is observed and one of which is not. The model is characterized by asymmetric information and uncertain legal standards. Contrary to existing literature, we find: (i) a shift to a negligence rule may have a perverse effect on unobserved care; (ii) uncertainty in legal standards may be socially beneficial, providing a good incentive for unobserved care; (iii) regulation may not be effective if preventive care efforts are substitutes, but effective if they are complements; and (iv) an increase in the settlement rate may or may not increase the care level.

25/5/24 (Item 20 from file: 35)

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01149455 ORDER NO: AAD91-08152

**A LABORATORY STUDY OF THE IMPACT OF SELF -ESTEEM, METHODS OF PAYMENT, AND CHOICE OF SELF - SET GOALS ON PERSONAL GOALS , PRODUCTIVITY, AND SATISFACTION USING EXPECTANCY THEORY AS AN EXPLANATORY MECHANISM**

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Degree: PH.D.

Year: 1990

Corporate Source/Institution: CITY UNIVERSITY OF NEW YORK (0046)

Adviser: ORLY BEN-YOAV NOBEL

Source: VOLUME 51/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3821. 377 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT; ECONOMICS, THEORY

Descriptor Codes: 0454; 0511

This study was designed to examine the factors and the mechanism by which monetary incentives influence goal choice, productivity and satisfaction. This study hypothesized that the highest level of personal goals, productivity and satisfaction is expected for high self-esteem subjects who are exposed to situations in which hard self - set goals are emphasized and in which monetary incentives are applied.

The mechanism of influence was explained by applying expectancy theory to goal -setting effects. Expectancy theory suggests that the choice of self - selected personal goals is a function of: (1) perceived expectancy of goal attainment ; and (2) perceived valences of outcomes that are associated with goal attainment .

A two by four multifactorial experimental design was applied with two levels of methods of payment (piece-rate vs hourly-flat rate plans) and four types of choice of self - set goals (hard, easy, free- choice , and no goals ) with one covariant (self-esteem). The sample for the study, whose desirable size of 184 was calculated by Cohen's (1977) procedures, was undergraduate Baruch College/CUNY students. The data were analyzed using Keppel's (1982) procedures for testing the interaction and simple effects and by using Fisher's Z procedures for testing significant differences between correlations. A number of statistical techniques were applied such as MANOVA, ANOVA, simple effects, contrast analysis, multiple range tests (Tukey HSD and Scheffe tests), and Pearson correlation.

The research hypotheses were not supported with respect to personal goals and productivity. Personal goal levels were found to be affected (in the expected direction) by self -esteem and types of choice of self - set goals . In addition, personal goal difficulty was found to be affected (in the expected direction) by task specific self-esteem and methods of payment.

Regarding productivity, a significant two-way interaction between

types of choice of self - set goals and methods of payment was found. Piece-rate plans influenced productivity (in the expected direction) in the easy- and free-choice goal conditions rather than in the difficult- and no-goal conditions.

In addition, the research hypothesis regarding satisfaction was partially supported. A significant three-way interaction among task-specific self-esteem, methods of payment, and types of choice of self - set goals was found and the result was in the expected direction for high task specific self-esteem subjects only.

Regarding the mechanism of influence, the expectancy theory variables (perceived expectancy and valences of job performance ) were able to partially account for the results obtained by this research.

Theoretical and practical implications of the research findings were discussed.

25/5/25 (Item 21 from file: 35)

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01141493 ORDER NO: AAD91-02675

**MARKET REFORMS, FOOD SECURITY, AND THE CASH CROP-FOOD CROP DEBATE IN SOUTHEASTERN SENEGAL**

Author: GOETZ, STEPHAN JUERGEN

Degree: PH.D.

Year: 1990

Corporate Source/Institution: MICHIGAN STATE UNIVERSITY (0128)

Source: VOLUME 51/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3159. 263 PAGES

Descriptors: ECONOMICS, AGRICULTURAL

Descriptor Codes: 0503

The Government of Senegal has set the goal of achieving 80% food self-sufficiency. Policy instruments initially chosen to attain this goal include a producer floor price for cereals; increased sales on credit of cereals fertilizer and improved seed varieties; and reduced sales on credit of peanut seed. The general intent of these policies is to encourage farmers to switch from cash to food crop production. In order to inform decision-makers about the cost-effectiveness and likely effects of these policies on household food security, questionnaires were administered to 215 farm households located in the high rainfall, southeastern part of Senegal. Surveys covered opinions of household heads; manifest production and marketing behavior; and potential behavior in the form of responses to hypothetical questions. Tabular and econometric analyses were carried out at the individual household member and at the aggregate household level.

Five principal conclusions emerge regarding the policy instruments chosen by policy makers. First, while private agricultural credit is indeed a severe constraint, making draft equipment more available, rather than fertilizer, would have higher payoffs, especially in the Casamance. Second, there is an important complementarity between peanut seed used to attract additional workers to the household and the increased food production made possible with those workers. Third, economics of scope in producing both food and cash crops on the same farm leads to better utilization of resources. This finding complements the previous one in suggesting that the cash crop-food crop trade-off in southeastern Senegal is less severe than commonly imagined. Fourth, farmers prefer a variety of cereals in their diets, and this needs to be considered along with relative processing costs and storability of different cereals in designing national food policies. Finally, many households in southeastern Senegal are currently unable to produce enough food to meet annual consumption needs, and in the short run

may have difficulty responding to a floor price **incentive** . Attention needs to be focused on raising the productivity of rural labor working both on and off the farm.

25/5/26 (Item 22 from file: 35)  
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01133473 ORDER NO: AAD90-34294  
**THE EFFECTS OF CHOICE OF REWARDS UPON INDIVIDUAL BEHAVIORS AND ATTITUDES**  
( **REWARDS , PERCEIVED CONTROL**)  
Author: WILLIAMS, STEVE  
Degree: PH.D.  
Year: 1990  
Corporate Source/Institution: THE UNIVERSITY OF NEBRASKA - LINCOLN (0138  
)  
Adviser: FRED LUTHANS  
Source: VOLUME 51/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 2456. 302 PAGES  
Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT; EDUCATION, BUSINESS  
Descriptor Codes: 0454; 0688

Research in environmental, experimental, and social psychology has found that choice, the perceived control of the selection process among options of similar value and outcome certainty, can have powerful effects on the way people think, feel, and act. Studies in educational psychology have indicated that choice of reinforcers can influence motivational levels and individual attitudes; however, no research has applied these findings to organizational individual-level outcomes.

Using a fully randomized 2 x 2 x 2 experimental design, the effects of choice (i.e., choice or yoked no choice), feedback (i.e., **performance** feedback or no **performance** feedback), and **reward** (i.e., activity **reward** which involved the control of task scheduling or outcome **reward** which reinforced with either **bonus** pay or time off with pay) on **performance** quantity, **performance** quality, task satisfaction, task commitment, generalized positive affect, perceptions of self-efficacy, and feelings of self-esteem for 149 college students were tested using hierarchical multiple regression analyses. In addition, the moderating influence of the individual characteristics of locus of control, concern for self-presentation, and need for achievement/endurance on the relationship between choice of **rewards** and the dependent variables was measured.

The results indicate that the relationships among choice, feedback, and **reward** are more complex than initially hypothesized. Contrary to theory, choice did not result in higher **levels** of arousal as measured by reaction speed. Allowing **individuals** to **choose** their rest schedules, rather than assigning identical rest periods, significantly increased task quality. Satisfaction with task **performance** was decreased for choice subjects in the outcome **reward** condition who received **performance** feedback and for choice subjects who received no feedback in the activity **reward** condition. **Choice individuals** under outcome **reward** expressed significantly higher **levels** of positive affect when they received feedback, as well as when they received no feedback in the activity **reward** condition. Perceived responsibility for task **performance** was significantly higher for choice subjects who selected their breaks. Also, as perceptions of choice increased, significantly higher levels of task commitment were reported. Finally, moderating effects were found for some individual characteristics.

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1080785 ORDER NO: AAD89-24836

**SITUATIONAL FACTORS AFFECTING JUDGMENTS OF FUTURE PERFORMANCE AND JUDGMENT- PERFORMANCE CORRESPONDENCE**

Author: HENRY, REBECCA ANN

Degree: PH.D.

Year: 1989

Corporate Source/Institution: UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN (0090)

CHAIR: JANET SHIEZEK

Source: VOLUME 50/07-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3199. 119 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL; PSYCHOLOGY, EXPERIMENTAL; PSYCHOLOGY, SOCIAL

Descriptor Codes: 0624; 0623; 0451

The present study investigated the effects of three situational factors on judgments of future **performance**, judgment confidence, and judgment- **performance** correspondence. Research participants were familiarized with the **performance** task under varying conditions of monetary **rewards**, perceived internal control, and private/public disclosure of the judgments. Judgments of future **performance** and confidence were highest when individuals perceived high levels of internal control and when monetary **rewards** (both contingent and noncontingent) were present. Task persistence was greatest under the conditions of contingent **rewards** and high perceived internal control, however, actual **performance** was not affected by any of the situational factors. Measures of judgment accuracy and judgment- **performance** relations indicated that the correspondence between judgments of future **performance** and actual **performance** varied as a function of the situational factors. Specifically, individuals overestimated their future **performance** levels the least when perceived internal control was low and when no monetary **rewards** were involved. The judgment- **performance** relation was the strongest with no monetary **rewards**, high perceived internal control, and public disclosure of the judgments. Satisfaction with **performance** on the almanac task was negatively related to the degree to which judgments of future **performance** exceeded actual **performance** levels. These results are discussed in a theoretical framework that contrasts judgments of future **performance** and self - set goals .

25/5/28 (Item 24 from file: 35)  
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1079531 ORDER NO: AAD89-18359

**THE EFFECTS OF EXTRINSIC INCENTIVES AND LEVEL AND CERTAINTY OF SELF-ESTEEM ON SELF-HANDICAPPING**

Author: FARRELL-HIGGINS, JONATHAN MARK

Degree: PH.D.

Year: 1988

Corporate Source/Institution: UNIVERSITY OF KANSAS (0099)

Source: VOLUME 50/07-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3153. 115 PAGES

Descriptors: PSYCHOLOGY, CLINICAL

Descriptor Codes: 0622

The hypothesis that some individuals will use minimal preparation as a "self-handicapping" strategy (Jones & Berglas, 1978) when faced with a self-esteem threatening intellectual evaluation was studied. Individuals may externalize the causes of poor performances by citing insufficient preparation. Previous research suggests that uncertain self-esteem (Harris & Snyder, 1986) may underlie self-handicapping, though the effects of self-esteem level on self-handicapping are unclear (cf. Jones & Rhodewalt, 1982; Tice & Baumeister, 1984). The current study examined the relative contributions of performance incentives, level and certainty of self-esteem on self-handicapping.

Subjects were 96 male undergraduate students selected on the basis of certainty (certain, uncertain) and level (high, low) of self-esteem. They believed the study was designed to ascertain how well University of Kansas students performed on a two-part nonverbal intelligence test. After assessing subjects' state anxiety and self-reported self-handicapping tendencies, the experimenter explained the benefits of practicing for the evaluation. Subjects then received the incentive manipulation and were randomly assigned to either the incentive or no-incentive condition. After practicing, subjects' state anxiety was reassessed, and they then completed part one of the purported intelligence test. After responding to several performance attribution questions, subjects were given performance feedback. Incentive condition subjects who met or surpassed a previously stated performance criterion for early dismissal were excused. The remaining subjects chose which of two purportedly different (i.e., of varying difficulty) test versions to complete for part two of the test. Subjects then completed the selected version, responded to performance attribution questions, and received performance feedback prior to dismissal.

The results suggested that the manipulation designed to create different levels of incentives for good performance was relatively effective. The findings did not, however, support the self-handicapping model per se. Potential methodological problems including subject selection criteria, the evaluation manipulation, and the incentive manipulation were discussed.

25/5/29 (Item 25 from file: 35)  
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1057276 ORDER NO: AAD89-12121

**TEST OF GOAL SETTING UNDER COMPETITION**

Author: BAIK, KIBOK

Degree: PH.D.

Year: 1988

Corporate Source/Institution: UNIVERSITY OF HOUSTON (0087)

CHAIRPERSON: ARTHUR G. JAGO

Source: VOLUME 50/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 195. 156 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT; PSYCHOLOGY, INDUSTRIAL  
; EDUCATION, BUSINESS

Descriptor Codes: 0454; 0624; 0688

In this study, three models of goal setting and competition are tested to examine the relative validity of each model. The first, the Mediation Model, suggests that self-set goals mediate the relationship between competition and performance, while a second model (Direct-Effects Model) predicts that assigned goals and competition have independent and direct effects on performance. The third model (Acceptance Increase Model)

suggests that competition increases the acceptance of assigned goals, thereby increasing **performance** .

The present study employed a 2 ( **reward** competition vs. no **reward** competition) x 2 (superiority competition vs. no superiority competition) x 3 (assigned goal plus **bonus** vs. assigned-goal alone vs. no goal) x 2 (task) x 2 (task order) repeated-measures factorial design conducted in a laboratory setting. Two different tasks, an object-listing (creativity) task and a card-sorting (manual) task, were employed as the repeated factor. An initial analysis showed no significant task-order effects on posttest **performance** , **goal** acceptance, or **self - set goals** . Thus, the design was collapsed into a 2 x 2 x 3 x 2 repeated-measures design in subsequent analyses. Subjects were 143 junior and senior college students.

The results of the experiment suggested that task differences exist concerning the Direct-Effects and Mediation Models. A significant interaction between assigned goals and superiority competition was observed in the creativity task, but not in the manual task. **Self - set goals** mediated the relationship between competition and **performance** in the card-sorting task, but not in the object-listing task. In addition, competition and a contingent monetary **reward** significantly increased the acceptance of assigned goals.

From the results of the present study, several topics are discussed: the importance of task differences in goal-setting studies, usefulness of competition as a motivational tool, relationship between feedback and competition, and the importance of a contingent **reward** in goal setting. To increase acceptance of an assigned goal, managers are advised to use a contingent **reward** , **reward** competition, or superiority competition.

25/5/30 (Item 26 from file: 35)  
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0996068 ORDER NO: AAD88-14497  
**EFFECTS OF POSITIVE AND NEGATIVE INFORMATION ON SELF-PRESENTATION WHEN THAT INFORMATION IS RELEVANT OR IRRELEVANT TO THE INTERACTION GOAL**

Author: KITE, MARY ELLEN  
Degree: PH.D.  
Year: 1987  
Corporate Source/Institution: PURDUE UNIVERSITY (0183)  
MAJOR PROFESSOR: ALICE EAGLY  
Source: VOLUME 49/05-B OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 1994. 105 PAGES  
Descriptors: PSYCHOLOGY, SOCIAL  
Descriptor Codes: 0451

This research examined how individuals alter their self-presentation to meet the demands of a specific interaction goal and, further, whether the adopted strategies resulted in successful **attainment** of that interaction **goal** . In Experiment 1, 159 male and female subjects were randomly assigned to one of two goal conditions, one representing task competence and one representing likeability. Further, the valence of feedback was manipulated such that some individuals were told that they had positive characteristics and others were told that they had negative characteristics. For half the subjects, this information was relevant to their interaction goal; for half the subjects it was not. Self-presentation to a "partner" (who supposedly also had this information) was assessed on two sets of dependent measures: one set of these measures represented likeability and one set represented task competence. In Experiment 2, 34 judges evaluated the information subjects **chose** to provide about **themselves** and assigned a **reward** to those subjects who best fulfilled



their interaction goal.

It was predicted that subjects who received negative feedback would try especially hard to **compensate** for this information and, therefore, would receive the most **reward**. Contrary to prediction, it was those subjects who received positive feedback who performed best and subsequently received the greatest **reward**. Results showed that more credit was assigned to those subjects who had received positive feedback. These effects were qualified by subject sex, however. In general, when sex differences occurred, men tended to have higher scores on those dependent measures related to task competence and women tended to have higher scores on the dependent measures related to likeability, a result that is consistent with other work (e.g., Schlenker, 1975; Forsyth, Schlenker, Leary, & McCown, 1985). This suggests that women and men may rely on sex-linked information in their self-presentational strategies, regardless of other situational factors. Methodological limitations of the experiment are discussed.

25/5/31 (Item 27 from file: 35)

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0986605 ORDER NO: AAD13-32495

**AN ATTENDANCE INCENTIVE PROCEDURE USING GROUP CONTINGENCIES (LOTTERY)**

Author: BROWN, NORMAN KEVIN

Degree: M.A.

Year: 1987

Corporate Source/Institution: WESTERN MICHIGAN UNIVERSITY (0257)

Source: VOLUME 26/03 of MASTERS ABSTRACTS.

PAGE 0351. 34 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

This study used a multiple baseline design to examine the effect of a lottery-based group contingency on unscheduled sick leave (USL) use by residential treatment workers. Sixty direct-care workers participated in this study. Researchers employed a group contingency that required workers to **meet** 2-week absence criterion **levels** in order to participate in a subsequent reinforcement lottery. The **workers** who won the lottery **chose** one of four **rewards** including 20 dollars, 4 hours paid time-off, lunch with a supervisor, and four movie tickets. The mean number of USL hours used in each of five work units was reduced significantly during intervention. Reductions in USL ranged from 30% to 80%.

25/5/32 (Item 28 from file: 35)

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0980820 ORDER NO: AAD87-29829

**A COMPARISON OF THE HIGHER LEVEL THINKING SKILLS OF BLACK/WHITE STUDENTS AND THE INFLUENCE OF SELECTED DEMOGRAPHIC VARIABLES ON THEIR PLACEMENT IN PROGRAMS FOR THE GIFTED**

Author: MITCHELL, GAIL GWENDOLYN JACKSON

Degree: ED.D

Year: 1987

Corporate Source/Institution: BALL STATE UNIVERSITY (0013)

Source: VOLUME 48/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3091. 127 PAGES

Descriptors: EDUCATION, SPECIAL

Descriptor Codes: 0529

The purpose of the study was to investigate factors influencing the selection of minority and majority school-aged children for **gifted** and talented programs. Factors explored included abstract thinking ability, achievement test scores, and parental social status (i.e., education, income, occupation) as academic and nonacademic variables that potentially influence the selection and/or placement process. Provided is **performance** data on 22 black and 23 white **gifted** children and 21 black and 24 white high achieving children (N = 90) relative to their similar as well as unique traits on measures of abstract thinking ability, IQ, and achievement tests.

Findings. (H1) There are significant differences in abstract thinking ability among placement groups that vary with race. (H2) It was found that students from higher social status backgrounds tended to be placed in programs for the **gifted** more often than were students from lower social status backgrounds. (H3) Teachers tended to select (from a hypothetical group) children from higher income families rather than children from lower income families for placement in the **gifted** program. This finding was also true for children whose profiles indicated parent occupation (e.g., teacher, judge).

Conclusions. (1) The selection of **gifted** students is influenced by race and social status of the parents. (2) Parent education, occupation, and income are social class variables that influence children both in and out of school. (3) Abstract thinking ability is not an academic variable that influences the selection of children for **gifted** program placement in the school corporation selected for this study. (4) Numerous other variables (e.g., hi/lo socioeconomic background, values and beliefs, directed/mediated learning experiences, language and historical background) influence a child's capacity to learn and should be always considered. (5) Testing instruments are not available in the school system used in this study to accurately assess the skills of minority children.

25/5/33 (Item 29 from file: 35)  
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0978533 ORDER NO: AAD88-02636  
**A DESCRIPTIVE STUDY OF THE TENNESSEE STATE UNIVERSITY EDUCATIONAL  
ADMINISTRATION DOCTORAL PROGRAM AS PERCEIVED BY PRESENT AND FORMER STUDENTS**  
Author: MOORE, DAVID RICHARD  
Degree: ED.D  
Year: 1986  
Corporate Source/Institution: TENNESSEE STATE UNIVERSITY (0840)  
Source: VOLUME 48/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 2779. 278 PAGES  
Descriptors: EDUCATION, ADMINISTRATION  
Descriptor Codes: 0514

Purpose. The objective of this study was to make a descriptive study of the Tennessee State University Educational Administration Doctoral Program as perceived by present and former students. An additional aim was to determine the personal, educational, and vocational backgrounds of the students.

Procedures. Ninety-one students provided essential data on the Doctoral Program Questionnaire. Eleven research questions were analyzed by several statistical methods: frequency distribution, crosstabulation contingency tables, t tests, and chi square tests.

Findings. Most of the significant differences (.05 level) which

surfaced during this study were between graduates and dropouts. The major areas for these differences centered around MAT scores; major steps of the doctoral program; selections pertaining to professional, social, and intellectual advancement; academic obstacles encountered; aspects which contributed to professional development; and items which perceived the program to be relevant to the needs of the students. Sex showed significant differences regarding dissertation work, undergraduate work completed at TSU, and recommended changes in course work. Age produced a significant difference regarding change level within their vocation as a motivational reason for beginning doctoral work.

Conclusions. Students perceived the program to be **rewarding** and satisfactory and felt their contribution to the profession had increased as a result of the program. Typical **students chose** TSU because of low cost while maintaining employment in the area and believed the program was worth the time, effort, and money. A majority were willing to recommend the program to others. One person in two was female and one person in five was a number of a racial minority. Salaries increased approximately \$5,000 due to participation in the program.

Recommendations. (1) TSU should examine this study to see if departmental **goals** and aspirations are being **met**. (2) Recruitment practices should be examined to attract more students. (3) More minorities should be recruited. (4) TSU should give **incentives** to attract exceptional administrators. (5) TSU should encourage all area school systems to provide financial **incentives** for the doctorate.

25/5/34 (Item 30 from file: 35)

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909569 ORDER NO: AAD86-04799

**AN ASSESSMENT OF TEACHER ATTITUDE TOWARD INCENTIVE PAY**

Author: PRESSMAN, PATRICIA KAY

Degree: PH.D.

Year: 1985

Corporate Source/Institution: KANSAS STATE UNIVERSITY (0100)

Source: VOLUME 47/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 43. 175 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

Purpose. Assessment of teacher attitude towards the **incentive** pay concept; who should evaluate teacher **performance**; determinators of salary increases; paying more for subject-area teacher shortages; and components identified as being essential to the successful implementation of an **incentive** pay plan were the primary foci of this study. In terms of this study the problem was, do certified personnel in the Topeka Public Schools support the concept of **incentive** pay? Were differences in attitude found between groups--tenured and non-tenured; teacher association members and non-members; level assignment (elementary-middle-high-support); and position assignment (classroom-special education classroom-other support personnel)? Procedure. Chi-square was used to address the following hypotheses: (1) There will be no significant difference between groups in their acceptability of pay based on teacher effectiveness; (2) There is no significant difference between groups when choosing the person who should have the greatest say in rating teacher effectiveness for purposes of **performance** appraisal; (3) There is no significant difference between groups in determining how salary increases should be determined; and (4) There is no significant difference between groups and their acceptability of the school district paying **bonuses** to colleagues who teach in

understaffed subject areas. A questionnaire, modeled after the 1983 National School Board's Survey on Merit Pay, was used to collect data. Two hundred and fifty randomly selected certified personnel in USD #501 were surveyed. Usable returns were obtained from 128 respondents. Findings. Based on the resulting chi-squares, a significant difference (.0198) was found between groups by **level** assignment (elementary/middle/high/support) in **choosing** the **person** who should have the greatest say in rating teacher effectiveness for purposes of **performance** appraisal. All other hypotheses were retained. Conclusions. These findings suggest that greater emphasis needs to be given to teacher attitude regarding (1) the concept of **incentive** pay, (2) appraisal of teacher **performance**, (3) determinators of salary increases, (4) acceptability of paying **bonuses** in areas of teacher shortage, and (5) key components of an **incentive** pay program.

25/5/35 (Item 31 from file: 35)  
DIALOG(R) File 35:Dissertation Abs Online  
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878719 ORDER NO: AAD85-08650  
**A COMPARISON OF THE RELATIONSHIPS OF PERCEPTIONS OF GOAL ATTAINMENT AND COMMITMENT AMONG PARENTS, TEACHERS, AND STUDENTS IN PUBLIC, PRIVATE, AND PUBLIC-MAGNET ELEMENTARY SCHOOLS**

Author: BORBA, CRAIG ERNEST  
Degree: ED.D.  
Year: 1984  
Corporate Source/Institution: UNIVERSITY OF SAN FRANCISCO (6019)  
Source: VOLUME 46/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 375. 213 PAGES  
Descriptors: EDUCATION, PSYCHOLOGY  
Descriptor Codes: 0525

The purpose of this study was to identify similarities and differences among public, private, and public-magnet elementary school parents, teachers, and students with respect to perceived **goal attainment**, mutual commitment, several aspects of school environment, and demographics. This study was an enhanced replication of the research conducted by Erickson and Williamson.

A survey was conducted at 11 (6 public, 3 private, 2 public-magnet) elementary schools in Gilroy, California in the Fall of 1982. The student sample of 918 consisted of fourth through eighth graders. There were 55 first-through eighth-grade teachers and 153 parents, who were randomly **selected** from the **students** in the study.

Three questionnaires (one for students, parents, and teachers) addressed the variables of superior **goal attainment**, strong mutual commitment, and different aspects of school environment (e.g., alienation, community involvement, and school justice). In addition, the parents' perception of organizational jeopardy and the teachers' professionalism and autonomy were surveyed.

The public-magnet and private-school parents had significantly higher scores than public-school parents on the items comprising superior **goal attainment**. Magnet- and private-school parents perceived that their schools were more successful in achieving mutually recognized objectives than public-school parents.

The teacher data indicated that private-school teachers had significantly higher scores than public- and public-magnet school teachers in the area of mutual commitment and **goal attainment**. The private-school teachers perceived their job to be significantly more **rewarding** than that of the public-magnet-school teachers.

The study indicated that there were no meaningful differences among the perceptions of students from private, public, and public-magnet schools.

The implications of this study are: (a) The importance of parental choice in education cannot be underestimated, (b) public-magnet schools have instituted policies that produce commitment and perception of effectiveness by their parents, (c) there does not seem to be a positive relationship between teachers' salaries and teacher commitment and teacher satisfaction with the **rewards** of their work, and (d) the public school attempts to meet the needs of a more diverse population whereas, in comparison, the public-magnet and private-school need to be sensitive to a more homogenous population.

25/5/36 (Item 32 from file: 35)  
DIALOG(R) File 35:Dissertation Abs Online  
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867664 ORDER NO: AAD84-27968

**A STUDY OF CURRICULUM DIFFERENTIATION AND ITS RELATIONSHIP TO THE DEVELOPMENT OF HIGHER COGNITIVE PROCESSES OF GIFTED STUDENTS**

Author: MCPHERSON, CAROLYN R.

Degree: PH.D.

Year: 1984

Corporate Source/Institution: UNIVERSITY OF SOUTH FLORIDA (0206)

Source: VOLUME 45/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3113. 241 PAGES

Descriptors: EDUCATION, SPECIAL

Descriptor Codes: 0529

The purpose of this study was to ascertain the effectiveness of a structured, sequentially-designed curriculum for increasing the higher cognitive abilities and achievement **performance** of fourth or fifth grade students identified as **gifted**. A secondary purpose was to determine whether the higher cognitive abilities and achievement **performance** of fourth or fifth grade nongifted students could be increased as one consequence of the two curricular treatments used with **gifted** students.

A total of 91 students from a school system in eastern Tennessee participated in this study. All of the available students (43) identified as **gifted** and in either a fourth or fifth grade class were used as Set I. For the nongifted subsamples (Set II), also fourth or fifth grade students, a stratification procedure, controlling for intelligence **level**, was imposed prior to **selection** of the 48 **students**.

Fifth grade **gifted** students were exposed to a concentrated curricular treatment with components in both the resource program and the regular classroom program. Fourth grade **gifted** students were exposed to a less concentrated treatment, resource program component only. Nongifted fifth grade students were exposed to a less concentrated curricular treatment, regular classroom component only. Nongifted fourth grade students were exposed only to the regular classroom curriculum, no specialized curricular treatment.

Pretest and posttest data were gathered from the Ross Test of Higher Cognitive Processes and the Metropolitan Achievement Tests for both sets of subjects. Initial comparisons based on the pretest means were made to determine if significant differences existed between groups prior to treatment. Dependent upon these findings, either t-test or analysis of covariance (ANCOVA) procedures were used for the primary data analyses.

Analysis of the data revealed no significant differences between **gifted** groups relative to higher cognitive process abilities. However, a

significant relationship was found to exist between **gifted** groups relative to overall achievement **performance**. No significant differences between nongifted groups relative to higher cognitive process functioning or achievement **performance** were revealed. A number of recommendations for future research were delineated.

25/5/37 (Item 33 from file: 35)  
DIALOG(R) File 35:Dissertation Abs Online  
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813169 ORDER NO: AAD83-13608  
**THE INFLUENCE OF SELECTIVE ATTENTION ON THE PERFORMANCE OF LEARNING  
DISABLED STUDENTS**

Author: BECTON, DANIEL WALKER  
Degree: PH.D.  
Year: 1982  
Corporate Source/Institution: THE UNIVERSITY OF FLORIDA (0070)  
Source: VOLUME 44/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 430. 209 PAGES  
Descriptors: EDUCATION, PSYCHOLOGY  
Descriptor Codes: 0525

The purpose of this study was to investigate the importance of visual selective attention to learning disabled (LD) students' reading **performance**. Another objective was to examine how this was influenced by modality preference. The final goal was to investigate the reliability and validity of the measurement instrument, Hagen's Central Incidental Attention Task.

Section One compared a sample of LD students in the Systematic Instructional Management Strategies (SIMS) precision taught reading program (N = 19) to LD students in a multisensory program (N = 20). Selective attention was significantly related to the dependent variable, reading recognition, but the reading group and the interaction were also significantly related to reading. Consequently, this result was possibly due to differences existing between the subjects in the reading groups prior to the study.

Section Two used a different, larger sample of LD students from the SIMS program group (N = 67). No significant relationship between selective attention and reading was found. Modality preference was significantly related to reading achievement only when analyzed with selective attention defined as group **levels**. Modality preference was not significantly related to **selective** attention scores. **Students** with low **performance** in visual modality subtests had decreasing selective attention scores paired with increasing intelligence (IQ) scores, suggesting that modality preference was learned. However, the interaction was not significant.

Section Three used LD students (N = 16) from the multisensory group to study the selective attention task. The results showed low correlations with other measures of selective attention. A meta-attention task showed correlations between selective attention and the rating of "interest" as an important condition for attention. Age and achievement **performance** correlated positively with rating "reward" and negatively with rating "quiet" as important conditions. The instrument did correlate significantly with teacher ratings of some classroom attending behaviors.

In summary, the relationship found between selective attention **performance** and reading achievement was not significant. Combining central and incidental scores (C + I) for selective attention did produce the closest relationships. Modality preference seemed to be a learned

adaptation, not significantly related to selective attention.

25/5/38 (Item 34 from file: 35)  
DIALOG(R)File 35:Dissertation Abs Online  
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775676 ORDER NO: AAD82-09846  
**ORGANIZATIONAL CLIMATE AND EXTERNALLY IMPOSED INNOVATION: A CASE STUDY OF  
MANAGEMENT SYSTEM AND COMMUNICATION PROCESSES ASSOCIATED WITH  
IMPLEMENTATION OF AFFIRMATIVE ACTION**

Author: NELSON, BARBARA KAY

Degree: PH.D.

Year: 1981

Corporate Source/Institution: UNIVERSITY OF COLORADO AT BOULDER (0051)

Source: VOLUME 42/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4646. 205 PAGES

Descriptors: SPEECH

Descriptor Codes: 0459

Legislation requiring organizations to adopt and implement affirmative action has existed for nearly a decade. Despite a power-coercive strategy used by the federal government to achieve equality for women and minorities in the workplace, substantial nationwide progress has not occurred. Previous literature has suggested that success with affirmative action depends upon the organizational climate.

The purpose of this study was to determine whether factors of organizational climate were associated with success in implementing affirmative action. More specifically, this research identified characteristics of the management and communication systems utilized by an organization which has adopted and implemented affirmative action.

Data were gathered from three subgroups of a large metropolitan community college. A stratified random sampling procedure was used to select 35 employees from each organizational group: administration, faculty, and classified. Each group was evaluated according to quantitative progress in meeting affirmative action goals and ranked from most successful (administration) to least successful (faculty). Interviews with twelve employees supported this ranking. The 105 subjects completed two instruments--the Likert Profile of Organizational Characteristics and the Communication Audit Questionnaire Survey. Responses were compared statistically to determine whether and how the three groups differed.

Results indicated that organizational climate and success with affirmative action implementation were associated. Significant differences between administration and faculty were particularly evident. Higher scores by administration indicated that the management system was more participative. According to Likert's four systems of management, the administration experienced a Consultative style, while faculty experienced a Benevolent Authoritative style. Higher scores by administration on the Questionnaire Survey indicated that the communication processes were more satisfying and effective. A lack of adequate and timely information for the faculty through formal communication channels created a reliance upon the grapevine.

This research suggested that the organizational climate which seemed best to facilitate the implementation of affirmative action was characterized by a Consultative management system, openness, trust, esprit de corps, satisfying reward and recognition mechanisms, an adequate amount of timely information, predominant use of interpersonal and group communication, and reliance on formal versus informal sources of information.

25/5/39 (Item 35 from file: 35)  
DIALOG(R)File 35:Dissertation Abs Online  
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747899 ORDER NO: AAD81-07011

**INTERGOVERNMENTAL GRANTS AND SOCIAL WELFARE**

Author: ALM, JAMES ROBERT

Degree: PH.D.

Year: 1980

Corporate Source/Institution: THE UNIVERSITY OF WISCONSIN - MADISON (0262)

Source: VOLUME 42/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.  
PAGE 308. 210 PAGES

Descriptors: ECONOMICS, FINANCE

Descriptor Codes: 0508

A central problem in the American federalist system has been to find intergovernmental mechanisms that can be used to better provide goods and services at the various levels of government. One device that has been increasingly relied upon in the last several decades is the transfer of revenues from one level of government to another. However, the growth in the magnitude of intergovernmental grants has proceeded without an adequate normative rationale for their use and without sufficient investigation of their optimal structure. It is primarily these issues that we examine in this dissertation.

There are three parts to the dissertation. In the first part we develop a theoretical model of a federalist system by extending the methodology of the optimal tax and production literature to a federalist economy. We assume that there are two classes of individuals and two states. The states are united under a federal government. Each state has its own state government, which choose a commodity tax and the production of a government-supplied commodity so as to maximize a welfare function defined over its citizens alone. The federal government maximizes a welfare function that includes all individuals. Its policy tools are the levels of income taxation and of intergovernmental grants. The federal government has ultimate jurisdictional authority. Its actions affect the optimizing behavior of the state governments and the individuals by altering their respective budget constraints.

In the second part of the dissertation we switch our attention from intergovernmental grants to the effect of state fiscal choices on individual mobility. Applying the theoretical model of a federalist system, we first determine the conditions under which an incentive for individuals to move does, in fact, exist. We find that such an incentive is certain to exist, as long as the marginal rate of substitution between the state government-supplied commodity and the price of the consumer good differs across the two classes of individuals. We next examine the population distribution that emerges when individuals move in response to the incentives. We find that the equilibrium distribution depends primarily on the type of good provided by the state governments. Finally, we determine the optimal population distributions, and we conclude that unrestricted individual mobility may sometimes achieve these distributions.

In the third part of the dissertation we return to the study of intergovernmental grants. Application of numerical methods to the theoretical model allows us to examine the normative basis for grants and the optimal grant structure in a general equilibrium framework. We find that grants enable society to achieve a higher level of welfare than can be attained by full assignment of fiscal responsibilities to any single level of government. We find also that the optimal grant structure is one



in which conditional lump-sum grants are never used, unconditional lump-sum grants are distributed primarily to the poorer state, and the matching rate on conditional open-ended matching grants reflects both distributional and allocative concerns. We conclude by discussing extensions and policy implications of the results.

25/5/40 (Item 1 from file: 99)

DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs  
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1517897 H.W. WILSON RECORD NUMBER: BAST97014507

**Guest comment: revitalizing undergraduate physics--who needs it?**

Hilborn, Robert C;

American Journal of Physics v. 65 (Mar. '97) p. 175-7

DOCUMENT TYPE: Feature Article ISSN: 0002-9505 LANGUAGE: English

RECORD STATUS: Corrected or revised record

**ABSTRACT:** The writer discusses the need for immediate and substantial reform in undergraduate physics education. The number of bachelor degrees awarded in physics has been steadily declining, and students are now tending to choose science majors other than physics. Furthermore, the introductory physics course is often taught as if all students were going on to be physics majors, despite the fact that only 3-4 percent of the 340,000 students who take introductory physics courses in college ever take another physics course. More importantly, statistical evidence is available to show that the introductory course taught in the traditional passive lecture mode fails to meet widely shared goals for that course. The causes of these problems, as well as their solutions, are discussed. The action being taken by the American Association of Physics Teachers to reform undergraduate physics education is also outlined.

**DESCRIPTORS:** Physics--Study and teaching;

25/5/41 (Item 2 from file: 99)

DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs  
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1459507 H.W. WILSON RECORD NUMBER: BAST95008032

**The dual role of AT&T's self-assessment process**

**AUGMENTED TITLE:** Chairman's Quality Award

Myers, Dale H; Heller, Jeffrey

Quality Progress v. 28 (Jan. '95) p. 79-83

DOCUMENT TYPE: Feature Article ISSN: 0033-524X LANGUAGE: English

RECORD STATUS: Corrected or revised record

**ABSTRACT:** AT&T's self-assessment process set out to achieve 2 major goals : to align its business management systems more closely with customers' needs and to integrate quality principles into every business practice. Using clear and objective criteria, its Chairman's Quality Award (CQA) process helps units and divisions to evaluate their business performance and to share their most successful practices with each other. The criteria, the examination process, and the site-visit process of the CQA are similar to those required for the Baldrige Award, but there are differences in the number of awards available, the number of awards that one unit or division can win, and the eligibility of non-revenue generating support units. The CQA examiners have found that the experience gained by units participating in the scheme has led to them receiving other awards, such as the Baldrige Award, the Deming Prize, and the U.S.

Shingo prize. The improvements inspired by the CQA process have also led to better financial **performance** and the winning of major new contracts.

DESCRIPTORS: Quality control-- Awards ; Employees--Rating; AT&T Communications Inc;

25/5/42 (Item 1 from file: 583)  
DIALOG(R) File 583:Gale Group Globalbase(TM)  
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04392451  
US IS WORLD LEADER IN ELECTRICAL APPLIANCE EFFICIENCY  
US - US IS WORLD LEADER IN ELECTRICAL APPLIANCE EFFICIENCY  
Scotsman (SN) 12 July 1991 p10

Some 90% of the domestic electrical appliances in the UK would be banned from use in the US because of their poor level of energy efficiency. Many of the fridge-freezers which were being used in the US 40 years ago were more efficient than appliances in use in the UK today. The average UK fridge uses 3kWh/lt/y whilst the most modern fridges use less than ten times that amount. The US has become the world leader in energy efficiency for three main reasons. Firstly a compulsory energy consumption labelling scheme is in place which compares the consumption levels of comparable products. Secondly **incentives** are provided which encourage **consumer choice** and product development. Thirdly there are minimum levels of efficiency and **targets** which must be **met**.

PRODUCT: Energy Conservation (2900EC); Cookers (3631CO); Microwave Ovens (3631MO); Freezers (3632FR); Refrigerators (3632RE); Household Washing Machines (3633WM);  
EVENT: MARKET & INDUSTRY NEWS (60);  
COUNTRY: United States (1USA); United Kingdom (4UK); Northern Europe (414); OECD Europe (415); NATO Countries (420); South East Asia Treaty Organisation (913);  
?

Set	Items	Description
S1	6696822	SELECT? OR CHOOS? OR CHOSE? OR CHOICE? OR PRESELECT?
S2	4822125	REWARD? OR INCENTIVE? OR GIFT? OR COMPENSAT? OR AWARD? OR - BONUS?
S3	4833397	PERFORMANCE? ?
S4	8731337	GOAL? ? OR TARGET? ? OR LEVEL? ?
S5	856963	S1(4N) (CONSUMER? OR USER? OR BUYER? OR PARTICIPANT? OR CUS- TOMER? OR CLIENT? OR SUBSCRIBER? OR MEMBER? ? OR INDIVIDUAL? - OR PERSON? ?)
S6	120934	S1(4N) (HIREE? ? OR STUDENT? ? OR EMPLOYEE? ? OR WORKER? ? - OR STAFF)
S7	31220	S1(3N) (THEMSELVES OR HIMSELF OR HERSELF OR SELF OR SELVES)
S8	5594744	SET OR SETS OR STTING
S9	216698	S4(3N)S8
S10	26147	S4(7N) (S6 OR S7 OR S5)
S11	3081	S9(5N) (THEMSELVES OR HIMSELF OR HERSELF OR SELF OR SELVES)
S12	29177	S10 OR S11
S13	2115	S12(S)S3
S14	146	S13(25N)S2
S15	433821	S4(3N) (MET OR MEET? OR REACH OR ATTAIN?)
S16	22230	S15(30N)S2
S17	129	S16(20N) (S5 OR S6 OR S7)
S18	268	S17 OR S14
S19	157	S18 NOT PY>1999
S20	155	S19 NOT PD=19990818:20020818
S21	120	RD (unique items)
File	9:Business & Industry(R)	Jul/1994-2005/Oct 25 (c) 2005 The Gale Group
File	15:ABI/Inform(R)	1971-2005/Oct 26 (c) 2005 ProQuest Info&Learning
File	16:Gale Group PROMT(R)	1990-2005/Oct 25 (c) 2005 The Gale Group
File	148:Gale Group Trade & Industry DB	1976-2005/Oct 26 (c)2005 The Gale Group
File	160:Gale Group PROMT(R)	1972-1989 (c) 1999 The Gale Group
File	275:Gale Group Computer DB(TM)	1983-2005/Oct 25 (c) 2005 The Gale Group
File	621:Gale Group New Prod.Annou. (R)	1985-2005/Oct 26 (c) 2005 The Gale Group
File	636:Gale Group Newsletter DB(TM)	1987-2005/Oct 25 (c) 2005 The Gale Group
File	635:Business Dateline(R)	1985-2005/Oct 26 (c) 2005 ProQuest Info&Learning

21/3,K/1 (Item 1 from file: 9)  
DIALOG(R)File 9:Business & Industry(R)  
(c) 2005 The Gale Group. All rts. reserv.

01901205 Supplier Number: 25366875 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**SDM unveils loyalty program**  
(Shoppers Drug Mart is test marketing a store loyalty program, Shoppers  
Optimum, that records points as a function of purchases)  
Chain Drug Review, v 21, n 12, p 3  
July 19, 1999  
DOCUMENT TYPE: Journal ISSN: 0164-9914 (United States)  
LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 325

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

Customers are also given a choice , he explains. They can redeem points as soon as they reach the first level or continue to build them up and get bigger rewards . By banking points consumers can obtain up to \$75 worth of goods.

Customers collect 10...

21/3,K/2 (Item 2 from file: 9)  
DIALOG(R)File 9:Business & Industry(R)  
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01428985 Supplier Number: 24093979 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**Whole Foods Expanding Innovative Frequent-Shopper Program**  
(Whole Foods Market is expanding an innovative frequent-shopper program  
that allows customers to earn discounts in specific store departments of  
their choice)  
Supermarket News, v 47, n 47, p 15+  
November 24, 1997  
DOCUMENT TYPE: Journal ISSN: 0039-5803 (United States)  
LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 627

(USE FORMAT 7 OR 9 FOR FULLTEXT)

ABSTRACT:

...Bread & Circus Supermarkets, Wellspring Grocery and Fresh Fields. Shoppers participating in the FreshShopper program are awarded one point for every dollar spent at the four Philadelphia Fresh Fields stores. When they reach the 600-point level , members choose one of eight departments in which to receive a 10% discount. Whole Foods also wanted...

TEXT:

...Supermarkets, Wellspring Grocery and Fresh Fields.

photo omitted

Shoppers participating in the FreshShopper program are awarded one point for every dollar spent at the four Philadelphia Fresh Fields stores. When they reach the 600-point level , members choose one of eight departments in which to receive a 10% discount.

While Dobrow declined to...

21/3,K/3 (Item 1 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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02394337 115719996  
**Transaction costs in human resource management - Interaction and interdependence with organisational structure**  
Drumm, Hans Jurgen  
Employee Relations v21n5 PP: 463 1999  
ISSN: 0142-5455 JRNL CODE: EMP  
WORD COUNT: 8665

...TEXT: cannot be ignored. In order to minimise transaction costs, techniques like Management by Objectives and **employee** participation in **selecting goals** are especially appropriate - backed up by **performance** -related **incentives** for goal achievement. Jobs can be designed in an individualised manner, taking into account employees...

21/3,K/4 (Item 2 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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02358330 117541907  
**Self-efficacy as a mediator of goal setting and performance Some human resource applications**  
Appelbaum, Steven H.; Hare, Alan  
Journal of Managerial Psychology v11n3 PP: 33 1996  
ISSN: 0268-3946 JRNL CODE: JMN  
WORD COUNT: 6743

...TEXT: self-management training course where they were trained to set short- and long-term attendance **goals** for themselves, establish a contract with **themselves** for providing **self - selected rewards** and sanctions, **self** -monitor their attendance and brainstorm possible attendance obstacles and solutions. As a result of this...

21/3,K/5 (Item 3 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

02247437 86923020  
**The "ideal" team compensation system - an overview, part II**  
Zobal, Cheryl  
Team Performance Management v5n1 PP: 23 1999  
JRNL CODE: TPMG  
WORD COUNT: 9270

...TEXT: definition, the more self managed a team, the greater the extent of its involvement in **compensation** design (Taylor, 1997).

Employee involvement can be translated into many specific tasks such as involvement in measure creation (Caudron, 1994) and/or evaluation of related **performance**. For example, Zingheim and Schuster (1997) claim that it is essential to involve team **members** in understanding unit **goals**, **selecting** team pay **goals** (derived from unit **goals**), reviewing **performance** against these goals, and addressing goal achievement problems.

When - implementation?

The question of when to change **compensation** systems to align with organizational design is one that is greatly debated. One faction argues...

21/3,K/6 (Item 4 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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02244356 84986936  
**Benchmarking best-practice performance measurement within companies Using total quality management**  
David Sinclair; Mohamed Zairi  
Benchmarking for Quality Management & Technology v2n3 PP: 53 1995  
ISSN: 1351-3036 JRNL CODE: BCHK  
WORD COUNT: 4312

...TEXT: not match the goals which managers are asked to achieve - and by which their own **performance** will most likely be measured - **individuals** may have to **choose** between maximizing TQ **goals** or short-term **goals** for which they are more directly **rewarded**. History suggests that they will eventually choose the latter.

#### References

1. Oakland, J.S., Total...

21/3,K/7 (Item 5 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01834838 04-85829  
**Bucks start here**  
Lentz, Rebecca  
Hospitals & Health Networks v73n5 PP: 20-22 May 1999  
ISSN: 1068-8838 JRNL CODE: HPT  
WORD COUNT: 511

...ABSTRACT: a national patient satisfaction poll, the University of California-Irvine Medical Center decided to tie **staff bonuses** to **selected** goals, including better patient satisfaction scores. Depending on how many such **goals** they **meet**, the 2,500 employees can earn **bonuses** ranging from \$1,200 to \$2,400.

...TEXT: a national patient satisfaction poll, the University of California-Irvine Medical Center decided to tie **staff bonuses** to **selected** goals, including better patient satisfaction scores. Depending on how many such **goals** they **meet**, the 2,500 employees can earn **bonuses** ranging from \$1,200 to \$2,400.

UC-Irvine's patient satisfaction scores, gleaned from...

21/3,K/8 (Item 6 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01675923 03-26913

**The value of setting goals**

Merritt, Edward A; Berger, Florence

Cornell Hotel & Restaurant Administration Quarterly v39n1 PP: 40-49 Feb 1998

ISSN: 0010-8804 JRNL CODE: CHR

WORD COUNT: 5950

...TEXT: Are created by those that will achieve them,

"Have measurable mileposts

along the way,

"Include incentive

\* "Build in steps from simple to

difficult, and

\* "Are split between objective and subjective measures."

Employees should use the methods described above to choose and 1set goals for themselves. Managers should encourage employees to set both personal goals and those that relate to their work performance. Norm Spitzig, GM at BallenIsles Country Club...

21/3,K/9 (Item 7 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01665189 03-16179

**Consumer protection in health finance--an insurer's view**

Nicholson, Bryan

European Business Journal v10n2 PP: 85-90 1998

ISSN: 0955-808X JRNL CODE: EUB

WORD COUNT: 3199

...TEXT: have a right to expect. These are linked to complaints procedures, sometimes with provision for compensation. More important, providers themselves are encouraged to set service targets and monitor performance in terms of the public standards. Finance

Good financing is the best defence of consumer...

21/3,K/10 (Item 8 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01661033 03-12023

**For Team Members Only: Making Your Workplace Team Productive and Hassle-Free**

Montebello, Anthony R

Personnel Psychology v51n2 PP: 528-531 Summer 1998

ISSN: 0031-5826 JRNL CODE: PPS

WORD COUNT: 1244

...TEXT: using authority to intimidate team members who become "yes-men." The Transactor uses goals and incentives to drive performance, but team members become "rational calculators" determining which behaviors to apply

to get the carrot...

21/3,K/11 (Item 9 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01641351 02-92340  
**Managing performance-related pay based on evidence from the financial services sector**  
Lewis, Philip  
Human Resource Management Journal v8n2 PP: 66-77 1998  
ISSN: 0954-5395 JRNL CODE: HRMJ  
WORD COUNT: 6633

...TEXT: the organisation's objectives. These individual objectives were assessed at least annually and triggered a **performance** -based **award** . Assessment in each organisation was on a five-point scale with any **performance award** being determined by individual **performance** . Each of the organisations had been running its PRP scheme since the late 1980s.

The...

21/3,K/12 (Item 10 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01625347 02-76336  
**What is the common denominator of success?**  
Gines, Karen  
Incentive v172n4 PP: 94 Apr 1998  
ISSN: 1042-5195 JRNL CODE: IMK  
WORD COUNT: 565

...TEXT: immediate results and long-term success.

Build on core values to enhance individual initiative. An **incentive** program is an opportunity to incorporate a company's core values into training and **performance** criteria. When participants have a strong sense of what is expected and why, core values...

...a company to achieve specific goals.

Focus on choice and maximize participant involvement. At Hinda **Incentives** , our customized, choice-driven programs maximize participant involvement by providing achievement opportunities on a variety of levels. Our programs encourage positive **performance** and provide the immediate **rewards** that can lead to long-term behavior change. Hinda **Incentives** offers flexible, customizable programs designed to help you achieve your business goals. At Hinda Incentives...

21/3,K/13 (Item 11 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01561122 02-12111  
**Effects of self-efficacy and goal-orientation training on negotiation skill maintenance: What are the mechanisms?**



Stevens, Cynthia Kay; Gist, Marilyn E  
Personnel Psychology v50n4 PP: 955-978 Winter 1997  
ISSN: 0031-5826 JRNL CODE: PPS  
WORD COUNT: 7111

...TEXT: the negotiations. This list included activities discussed during both post-training programs: practice using tactics, **reward self** for practicing tactics, **set a goal** for the desired salary, set goals for tactic use, increase goal difficulty, think specifically about...

21/3,K/14 (Item 12 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01550451 02-01440  
**Developing rural financial markets**  
Yaron, Jacob; Benjamin, McDonald  
Finance & Development v34n4 PP: 40-43 Dec 1997  
ISSN: 0015-1947 JRNL CODE: FID  
WORD COUNT: 2861

...TEXT: that targeted funding remains the exception; phasing out subsidies over a specified period; continuously assessing **performance** against stated objectives; increasing access to financial services, rather than underpricing them; designing transfer mechanisms that encourage **self - selection** and minimize **incentive** distortions; and ensuring a **level** playing field for all RFIs.

Designing successful RFIs. Good governance may well be the most...

21/3,K/15 (Item 13 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01539958 01-90946  
**Natural borne killers**  
Steinauer, Joan M  
Incentive v171n11 PP: 24-32, + Nov 1997  
ISSN: 1042-5195 JRNL CODE: IMK  
WORD COUNT: 3892

...TEXT: rare within the industry, according to Sudduth. The program uses a three-month system for **awarding** merchandise to employees who **meet** their **goals**, which are based on efficiency and accuracy. If goals are achieved, **employees** can **choose** from a two-inch TV, a portable stereo, a VCR and a compact disc player...

21/3,K/16 (Item 14 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01486167 01-37155  
**The hottest trend in retirement planning**  
Hatchman, Jeffrey W  
Life Association News v92n8 PP: 100-105 Aug 1997  
ISSN: 0024-3078 JRNL CODE: LAN  
WORD COUNT: 1315

...TEXT: income to retirement, or to some other time in the future. The amount deferred is **selected** by the executive/ **employee** and may or may not be matched by the employer.

#### Structure of the Arrangement

The deferred- **compensation** arrangement is a contractual agreement between the **selected** key **employee** and the employer. The design of the agreement is flexible and can be adapted to **meet** the **goals** and objectives of the business and the individual employee. Typically, the business is most concerned with recruiting, retaining and **rewarding** productive and profitable people and to provide them an attractive retirement package. The employee is...

21/3,K/17 (Item 15 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01483311 01-34299  
**In the huddle**  
Graham, Anne  
Internal Auditor v54n4 PP: 5 Aug 1997  
ISSN: 0020-5745 JRNL CODE: IAU  
WORD COUNT: 420

...TEXT: team leaders must also establish urgency, discipline, and direction; set clear rules of behavior and **performance** -oriented tasks and **goals** ; **select** team **members** according to skills and skill potential, not personalities; and find ways to recognize and **reward** the team. It's no job for wimps or the weak-hearted.

For many people...

21/3,K/18 (Item 16 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01412610 00063597  
**Aramark's K-5 Challenge reaching its peak, lunch participation on the rise**  
Anonymous  
Nation's Restaurant News v31n16 PP: 40 Apr 21, 1997  
ISSN: 0028-0518 JRNL CODE: NRN  
WORD COUNT: 378

...TEXT: the mountain theme, K-5 presents students with "Summit Seekers," which are intermediate goals and **rewards** . Students receive points for eating breakfast and lunch, and the more points they receive, the higher they "climb."

When **students** **reach** **selected** **levels** , such as 5,000 "feet," they receive such **rewards** as pins or specially themed merchandise. Although there is a complete K-5 Challenge kit...

21/3,K/19 (Item 17 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01401074 00052061

**Nominal group technique for determining CEO incentive pay**

Brown, Robert M; Meade, Nancy L

Review of Business v18n2 PP: 25-30 Winter 1997

ISSN: 0034-6454 JRNL CODE: ROB

WORD COUNT: 4343

...TEXT: the watchdogs of the long-term health of the firm and will establish policies that **reward** the CEO for taking a long-term, rather than a shortterm outlook in creating value for the shareholders.

**Board and Strategic Goal Selection**

**Members** of boards of directors are being asked to become more involved in CEO performance evaluation...

...for achieving the goal. After selecting and ranking strategies, the next step is to design **performance** measures to gauge how well the firm is meeting the objectives. The final step is to provide an overall **performance** index and ultimately link **rewards** to this index. Linking the **reward** structure to strategic objectives can alleviate the disparity between what CEOs feel is important to...

21/3,K/20 (Item 18 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2005 ProQuest Info&Learning. All rts. reserv.

01393331 00-44318

**Winning Through Innovation**

Katz, Jeffrey P

Academy of Management Executive v11n1 PP: 125-126 Feb 1997

ISSN: 1079-5545 JRNL CODE: AEX

WORD COUNT: 533

...TEXT: work flows, formal organizational processes, people, and culture. A lack of congruence results in the **performance** gaps so often unexpectedly encountered. One very useful tool for achieving congruence is organizational culture, the **selecting**, socializing, and **rewarding** of **workers** consistent with the company's **goals**.

Ambidextrous organizations are those with the ability to learn and unlearn.

Innovation occurs in three...

21/3,K/21 (Item 19 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2005 ProQuest Info&Learning. All rts. reserv.

01362786 00-13773

**Job satisfaction in joint venture hotels in China: An organizational justice analysis**

Leung, Kwok; Smith, Peter B; Wang, Zhongming; Sun, Haifa

Journal of International Business Studies v27n5 (Special Issue Supplement)

PP: 947-962 1996

ISSN: 0047-2506 JRNL CODE: JIB

WORD COUNT: 5673

...TEXT: split into two subtypes. Performancebased distributive justice (PDJ) focuses on the fairness of one's **reward** in relation to **performance** inputs, whereas comparative distributive justice (CDJ) focuses on the fairness of one's **reward** in comparison to referent others. Three referent groups are salient in joint ventures in China...

21/3,K/22 (Item 20 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01353555 00-04542  
**Redefining flex in the next millennium**  
Abbott, Randall K  
Benefits Quarterly v12n4 PP: 20-28 Fourth Quarter 1996  
ISSN: 8756-1263 JRNL CODE: BFQ  
WORD COUNT: 4674

...TEXT: larger premise of flex can be a powerful tool for meeting both business challenges and **employee** needs for **choice** and diversity in total **compensation**. In this effort to **meet** corporate and employee **goals**, plan sponsors are rediscovering the true essence of Section 125 and creating nontraditional approaches in...

21/3,K/23 (Item 21 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01336188 99-85584  
**The top ten trends**  
Bassi, Laurie J; Benson, George; Cheney, Scott  
Training & Development v50n11 PP: 28-42 Nov 1996  
ISSN: 1055-9760 JRNL CODE: STD  
WORD COUNT: 8643

...TEXT: become fuzzier. They will have to be knowledgeable in such areas as employee selection and **compensation** systems, information management, skill standards, and testing.

A COMPREHENSIVE APPROACH. In " **Performance** Management Is Running the Business: The New Pay Tool and Strategies" ( **Compensation** and Benefits Review, American Management Association, July 1995), Allen M. Mohrman and Susan Albers Mohrman define **performance** management as a broad term for the practices through which work is defined and reviewed, through which capabilities are developed, and through which **rewards** are distributed in an organization. **Performance** management may involve **goal** setting, **employee** selection and placement, **performance** appraisals, **compensation**, training and development, and career management. Organizations (and HRD practitioners) have spent decades seeking these...

21/3,K/24 (Item 22 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01335466 99-84862  
**Employee well-being is the real prize**  
Wilson, Jeffrey C  
Occupational Health & Safety v65n10 PP: 168-169 Oct 1996

ISSN: 0362-4064 JRNL CODE: OHS  
WORD COUNT: 1021

...TEXT: to be more alert and to work more safely. Throughout industry, stories abound of safety **incentive** programs that have run amok-some even going so far as to **award selected employees** with new automobiles or vacations to Hawaii.

Although DuPont recognizes businesses and plants that have **met** established safety **goals**, these **rewards** are for accomplishments, not an **incentive** to work more safely. For example, the corporate DuPont Board of Directors Safety **Award** was established more than 40 years ago to recognize employees for the safety performance of...

21/3,K/25 (Item 23 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01309659 99-59055  
**Consumer protection and managed care: The need for organized consumers**  
Rodwin, Marc A  
Health Affairs v15n3 PP: 110-123 Fall 1996  
ISSN: 0278-2715 JRNL CODE: HAF  
WORD COUNT: 5698

...TEXT: information to help consumers choose among plans and to foster competition.8 Some would require **performance** data; others, information on how gatekeepers control access to specialists and on financial **incentives** for physicians; and still others, information about grievance procedures, utilization review, quality assurance programs, and...

21/3,K/26 (Item 24 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01300319 99-49715  
**Motivating forces**  
Weinstein, Steve  
Progressive Grocer v75n9 PP: 32B-32H Sep 1996  
ISSN: 0033-0787 JRNL CODE: PGR  
WORD COUNT: 2107

...TEXT: the retailerowned house had used the traditional measurements of longevity, promotion and a number of **incentive** programs.

Under the Team Member **Compensation and Performance** Management plan, the teams develop at least six basic **performance** accountabilities and targets by which they, and their members, will be measured. Two of these...

21/3,K/27 (Item 25 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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01234538 98-83933  
**The computerized incentive tracker**  
Alonzo, Vincent  
Incentive v170n6 PP: 26 Jun 1996

ISSN: 1042-5195 JRNL CODE: IMK  
WORD COUNT: 258

**ABSTRACT:** Motivation Magic, a new software program from Incentive Automation LLC, allows users to select incentive program goals and create a measurement system to rank individual or team performance. The software comes with an easy-to-read technical manual that should get most up...

**TEXT:** Motivation Magic, a new software program created by the Batavia, Ill.-based Incentive Automation, L.L.C., allows users to select program goals and create a measurement system to rank individual or team performance. Data entry functions allow progress to be tracked throughout the duration of a program and...

21/3,K/28 (Item 26 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
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01201708 98-51103

**Don't forget me!**

Anonymous

Incentive v170n4 PP: 76 Apr 1996

ISSN: 1042-5195 JRNL CODE: IMK

WORD COUNT: 265

...TEXT: post letters from satisfied customers.

Create an awards program for nonsales employees and present the awards publicly.

Establish a discretionary fund for each work group to use to celebrate their achievements.

Offer days off for employees and teams that meet specific goals.

Select employees to serve on special teams designed to tackle specific company issues. Make it an honor...

21/3,K/29 (Item 27 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

01185571 98-34966

**Reinventing mental health service delivery: One nonprofit's experience**

McAdoo, September; Pynes, Joan

Public Administration Quarterly v19n3 PP: 367-374 Fall 1995

ISSN: 0734-9149 JRNL CODE: SRP

WORD COUNT: 2295

...TEXT: 1989) findings that, if they are given the right mix of information, knowledge, power, and rewards, employees will positively influence organizational performance and productivity.

Many employees were unable to make the transition to a team approach in...

21/3,K/30 (Item 28 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)

(c) 2005 ProQuest Info&Learning. All rts. reserv.

01079419 97-28813

**Performance management is "running the business"**

Mohrman, Allan M Jr; Mohrman, Susan Albers

Compensation & Benefits Review v27n4 PP: 69-75 Jul/Aug 1995

ISSN: 0886-3687 JRNL CODE: CPR

WORD COUNT: 3288

...TEXT: the set of practices through which work is defined and reviewed, capabilities are developed, and **rewards** are distributed in organizations. It may encompass **goal setting**, **worker selection** and placement, **performance appraisal**, **compensation**, training and development, and career management. This arena is rife with strong opinions, wishful thinking...

21/3,K/31 (Item 29 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01075501 97-24895

**Performance measurement as an obstacle to TQM**

Sinclair, David; Zairi, Mohamed

TQM Magazine v7n2 PP: 42-45 1995

ISSN: 0954-478X JRNL CODE: TQM

WORD COUNT: 1202

...TEXT: not match the goals which managers are asked to achieve--and by which their own **performance** will most likely be measured-- **individuals** may have to **choose** between maximizing TQ **goals** or short-term **goals** for which they are **rewarded** more directly. History suggests that they will eventually choose the latter.

**References**

1 Dixon, J...

21/3,K/32 (Item 30 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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01048967 96-98360

**Comparing fees and commissions**

Perez, Jack R.

Risk Management v42n6 PP: 39-42 Jun 1995

ISSN: 0035-5593 JRNL CODE: RMT

WORD COUNT: 1124

...TEXT: management services rendered to a client. Each approach has advantages and disadvantages for brokers and **clients**.

**Selecting** a compensation structure that satisfies both parties is very important, because if the parties continually debate **compensation** questions, the quality of the work performed can suffer. Clients looking to reduce costs and enhance productivity have to determine their **compensation goals** before **meeting** with the broker.

**COMMISSIONS**

To generalize, paying a commission is probably the simplest method of **compensating** a broker. Commissions are generally used for the small to average-sized client with basic...

21/3,K/33 (Item 31 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00968618 96-18011  
**Going public: Pursuing the 457 market**  
Rohrer, Julie  
Institutional Investor v29n1 PP: 144 Jan 1995  
ISSN: 0020-3580 JRNL CODE: IL  
WORD COUNT: 526

...TEXT: matters. For CalPERS and other clients, it has identified seven investment styles covering the risk- **reward** spectrum for 457-plan **participants** to choose from. **Participants** can also **select** premixed asset allocation funds designed to **meet** different "lifestyle" **goals** or opt for a self-directed managed account.

Taylor's former employer, 457-market stalwart...

21/3,K/34 (Item 32 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00960687 96-10080  
**Samsung**  
Boyd, Malia  
Incentive v169n1 PP: 54-55 Jan 1995  
ISSN: 1042-5195 JRNL CODE: IMK  
WORD COUNT: 1418

...TEXT: performance goals and a tracking board set up in their workplace. And now, they are **rewarded** for **meeting** their **goals**.

Last year, the company set up an Employee of the Month **award**, announced during the monthly employee luncheon in the company-sponsored dining room. Apart from peer recognition, the **chosen** **employee** also receives a gift certificate good for Samsung merchandise, a lunch date with the executive  
...

21/3,K/35 (Item 33 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00907808 95-57200  
**Reducing accidents using a behavioural approach**  
Makin, Peter J; Sutherland, Valerie J  
Leadership & Organization Development Journal v15n5 PP: 5-10 1994  
ISSN: 0143-7739 JRNL CODE: LOD  
WORD COUNT: 4815

...TEXT: off work, which have been shown to influence behaviour. However, some of the most powerful **rewards** are those that occur naturally. For



example, there is considerable evidence to show that the achievement of self - set goals has a highly motivating effect. In order for this to happen, however, individuals must be...

21/3,K/36 (Item 34 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
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00872255 95-21647  
**Goal setting and monetary incentives: Motivational tools that can work too well**

Wright, Patrick M  
Compensation & Benefits Review v26n3 PP: 41-49 May/Jun 1994  
ISSN: 0886-3687 JRNL CODE: CPR  
WORD COUNT: 4857

...TEXT: involvement can create its own set of problems, particularly when goal attainment is tied to incentives .

For example, in one study, researchers asked participants to self - set performance goals on a number of trials. They also assigned them to one of four pay systems: piece-rate, hourly, bonus , or competitive bonus (a bonus awarded to the top third of performers). It should come as no surprise that the individuals...

21/3,K/37 (Item 35 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
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00848460 94-97852  
**Is your performance-based pay exempt?**  
Anonymous  
HR Focus v71n4 PP: 14 Apr 1994  
ISSN: 1059-6038 JRNL CODE: PER  
WORD COUNT: 199

...TEXT: achieved. The problem: the performance goal was not established when the outcome was uncertain.

\* A bonus pool -- created under a pre-established objective formula and based on pre-established performance goals -- is allocated among a specified class of employees chosen by the compensation committee. The problem: individual maximums cannot be determined by a third party.

21/3,K/38 (Item 36 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
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00845396 94-94788  
**Noncash ways to compensate employees**  
Brooks, Susan Sonnesyn  
HRMagazine v39n4 PP: 38-43 Apr 1994  
ISSN: 1047-3149 JRNL CODE: PAD  
WORD COUNT: 3097

...TEXT: Noncash incentives provide the opportunity for guiltless buying," says Thomas J. McCoy, former manager of incentives for Sprint

Communications. **Employees** who have a **choice** often get a bigger kick out of a frivolous item.

3. FLEXIBILITY. Noncash **reward** programs can be easily tailored to **meet** many organizational **goals**. **Incentive** magazine's FACTS survey shows that in 1993, office and plant productivity, quality control and employee suggestions topped the list of **incentive** program objectives; and each category continues to grow.

Another advantage is that companies can control...

21/3,K/39 (Item 37 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00841896 94-91288  
**Motivational practices at America's best managed companies**  
Harris, Chris; Kleiner, Brian H  
Management Research News: MRN v16n9/10 PP: 1-5 1993  
ISSN: 0140-9174 JRNL CODE: MRN  
WORD COUNT: 3763

...TEXT: band together as a team to achieve their goal or not achieve their goal. The **employees** now have the **choice** to be productive or not but face negative reinforcement from other team members if **goals** are not **met**

General Mills bases their corporate values on innovation, speed and commitment. They gain employee commitment by various **rewards** and recognition systems. They educate their employees so they know what to expect. They teach...

21/3,K/40 (Item 38 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00821922 94-71314  
**Designing superior incentive regulation: Accounting for all of the incentives all of the time - Part 1**  
Sappington, David E M; Weisman, Dennis L  
Fortnightly v132n4 PP: 12-15 Feb 15, 1994  
ISSN: 0033-3808 JRNL CODE: PUF  
WORD COUNT: 2402

...TEXT: for the LECs involves profit sharing. Once an LEC's earnings from interstate access charges **reach** a prespecified **level**, additional earnings (up to a maximum) are shared equally between the company and its customers. Second, the plan provides each LEC with a choice among **compensation** plans. If an LEC selects a 3.3-percent productivity offset, it must share returns above 12.5 percent with **customers**; however, if it **selects** a 4.3-percent productivity offset, it only must share realized returns above 13.25...

21/3,K/41 (Item 39 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00819462 94-68854

**The effects of choice and incentives on the overestimation of future performance**

Henry, Rebecca A

Organizational Behavior & Human Decision Processes v57n2 PP: 210-225 Feb 1994

ISSN: 0749-5978 JRNL CODE: OBP

...ABSTRACT: In the first experiment, subjects were either allowed to choose a specific version of the **performance** task or were assigned a version of the task prior to making **performance** -related statements. In the 2nd experiment, monetary **incentives** were manipulated prior to requests for either estimates or **self - set goals** . Significant sex-by-choice and sex-by- **incentives** interactions on both predictions and goals were found. In general, males responded to **incentives** and choice by becoming more extreme in their **performance** predictions and goals. Females, however, did not respond to **incentives** and choice as would be predicted by general principles such as "wishful thinking" and "illusion..."

21/3,K/42 (Item 40 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00773410 94-22802

**Accounting for stock-based compensation: The FASB's proposal**

Strawser, Joyce

CPA Journal v63n10 PP: 44-47+ Oct 1993

ISSN: 0732-8435 JRNL CODE: CPA

WORD COUNT: 3155

...TEXT: granting performance-based or other variable plans, even though they may be superior methods of **rewarding** employees or motivating them to **meet** organizational **goals** .

It's the Total **Compensation** Cost Stupid. A more fundamental concern relates to the effect current treatment of stock **compensation** plans has on the employer's recognition of total **compensation** cost. Because the cost of stock-based compensation is not always recognized under current accounting rules, a company that **chooses** to pay its **employees** more in stock options and less in cash and other current and deferred benefits will ...

21/3,K/43 (Item 41 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00740396 93-89617

**Why don't you use the research?**

Collingwood, Margaret P

Management Decision v31n3 PP: 48-54 1993

ISSN: 0025-1747 JRNL CODE: MGD

WORD COUNT: 4534

...TEXT: assigned goals, and that educated workers achieved assigned goals better than participative workers. Similarly, monetary **incentives** increase commitment according to Saari and Latham 35! but, according to Scott and Erskine 36!, not always. The effect of **self - set goals** on **performance** was found to be reduced when monetary **rewards** were offered,

with the opposite equally true 37!.

Locke et al. 32! say that the...3, 1980, pp. 311-55.

37. Erez, M., Gopher, D. and Arzi, N., "Effects of Goal Difficulty. Self Set Goals and Monetary Rewards on Dual Task Performance ", Organisational and Human Decision Processes, Vol. 47 No. 2, 1990, pp. 247-69.

38. Earley...

21/3,K/44 (Item 42 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00720616 93-69837  
**Managing family businesses**  
Anonymous  
American Printer v211n3 PP: 88 Jun 1993  
ISSN: 0744-6616 JRNL CODE: APR  
WORD COUNT: 695

...TEXT: However, there are more positive ways to minimize discipline problems, including procedures for hiring and compensation .

Selecting the best available candidates to fill job openings is one way to minimize performance problems. Founders and managers in family-owned businesses typically are strong in production, sales or...

21/3,K/45 (Item 43 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00691528 93-40749  
**A healthy dose of motivation**  
Jacobs, Heidi  
Small Business Reports v18n2 PP: 16-19 Feb 1993  
ISSN: 0164-5382 JRNL CODE: SBR  
WORD COUNT: 1094

...TEXT: says. "You have to allow for differences in health status, risk factors and needs. Allowing employees . to choose their own goals is safer and more realistic." What's more, they're more likely to work to meet goals they think they can achieve, he adds.

\* **REWARD** EMPLOYEES FOR THEIR EFFORTS TO IMPROVE THEIR HEALTH. It's unethical and possibly illegal to base incentives on risk factors over which people have little control due to heredity. That's why...

21/3,K/46 (Item 44 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00674704 93-23925  
**Teaching big brother to be a team player: Computer monitoring and quality**  
Griffith, Terri L  
Academy of Management Executive v7n1 PP: 73-80 Feb 1993  
ISSN: 0896-3789 JRNL CODE: AEX

WORD COUNT: 4653

...TEXT: let them use it to include themselves in the monitored processes? Better yet, create an **incentive** structure that **rewards** employee-driven improvements, then allow the **employees** the **choice** of tools to help them **reach** their **goals** . We don't have to lose Big Brother's skills, if he can learn to...

21/3,K/47 (Item 45 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00663097 93-12318

**Can health insurance costs be controlled?**

Paul, Robert J; Townsend, James B  
Review of Business v14n2 PP: 4-8+ Winter 1992  
ISSN: 0034-6454 JRNL CODE: ROB  
WORD COUNT: 3999

...TEXT: average. Medical gain sharing is similar in concept to profit sharing plans, where employers provide **incentives** tied to benefit utilization levels and company **performance** .

Use of Spouse Health Insurance Benefits. Some companies encourage married employees to drop their medical

21/3,K/48 (Item 46 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00658409 93-07630

**An Examination of the Relationships Among Monetary Incentives, Goal Level, Goal Commitment, and Performance**

Wright, Patrick M.  
Journal of Management v18n4 PP: 677-693 Dec 1992  
ISSN: 0149-2063 JRNL CODE: JOM  
WORD COUNT: 7376

...TEXT: a valuable way of exploring individual motivation in organizations.

Future research should further examine how **incentives** and goals interact to determine **performance** . Some support exists for the potential deleterious effect of tying **incentives** to goal attainment under difficult goal conditions, yet little is known about how difficult goals...

...subjects' self-reports of commitment mean somewhat different things in piece-rate versus goal attainment **bonus** conditions. Perhaps subjects who reject assigned goals in piece-rate conditions replace the assigned **goal** with a **self - set goal** . **Goal** attainment **bonus** subjects, on the other hand, may reject the whole concept of goal setting with their...  
...assigned goal. Further examination of the meaning of goal commitment to subjects working under different **incentive** conditions may help increase our understanding of the role of goal commitment in the relationship between **incentives** and **performance** .

1 This article has referred to the change in valance. This change is not a ...

21/3,K/49 (Item 47 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00643727 92-58667  
**Meta-Analysis of the Antecedents of Personal Goal Level and of the Antecedents and Consequences of Goal Commitment**  
Wofford, J. C.; Goodwin, Vicki L.; Premack, Steven  
Journal of Management v18n3 PP: 595-615 Sep 1992  
ISSN: 0149-2063 JRNL CODE: JOM  
WORD COUNT: 7816

...TEXT: M. A. 1982. The effects of self-set, participatively set and assigned goals on the **performance** of government employees. Personnel Psychology, 35: 399-404.

Latham, G. P., Mitchell, T. R., & Dossett, D. L. 1978. Importance of participative goal setting and anticipated **rewards** on goal difficulty and job performance. Journal of Applied Psychology, 63: 163-171.

Latham, G...

21/3,K/50 (Item 48 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00613688 92-28791  
**Alienation and Empowerment: Some Ethical Imperatives in Business**  
Kanungo, Rabindra N.  
Journal of Business Ethics v11n5,6 PP: 413-422 May 1992  
ISSN: 0167-4544 JRNL CODE: JBE  
WORD COUNT: 6251

...TEXT: decentralized local levels, structure "open" communications systems, and create extensive network-forming devices (Kanter, 1983). **Reward** systems should be designed to emphasize innovative/unusual **performance**, high levels of **performance**, contingent and valued **rewards** (Kanter, 1979; Kanungo, 1987). Jobs should be designed to provide task variety, personal relevance, appropriate...

21/3,K/51 (Item 49 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00612576 92-27679  
**The Key to Real Teamwork: Understanding the Numbers**  
Greer, Olen L.; Olson, Stevan K.; Callison, Marty  
Management Accounting v73n11 PP: 39-44 May 1992  
ISSN: 0025-1690 JRNL CODE: NAA  
WORD COUNT: 3303

...TEXT: performance and condition. They are also goals everyone in the corporation can affect. Finally, the **bonus** goals motivate the team to work cooperatively and supportively toward the same **goal**.

In contrast, **bonus** goals that reward individuals or a select

group of players and not the whole team may have a demotivating impact on many...

21/3,K/52 (Item 50 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00594792 92-09965  
**Incentive Pay in the Public Sector: A Discriminant Analysis of Professional Employee Responses**  
Swiercz, Paul M.; Icenogle, Marjorie  
Review of Public Personnel Administration v11n1,2 PP: 71-83 Fall 1990/Spring 1991  
ISSN: 0734-371X JRNL CODE: RPP  
WORD COUNT: 4193

...TEXT: objectives. In phase two of the project, surveys were sent to every participant in the **incentive** pay program. Objective data on **performance** ratings, **incentive** pay earned, case loads and number of case closures were provided by the employer.

JOB...

21/3,K/53 (Item 51 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00592341 92-07514  
**The Secrets of America's Best Sales Forces**  
Campanelli, Melissa  
Sales & Marketing Management v144n1 PP: 92-93 Jan 1992  
ISSN: 0163-7517 JRNL CODE: SAL  
WORD COUNT: 1285

...TEXT: based program, which has been in existence for four years, recognizes those who exceed their **set goals**, encouraging employees to **set** progressively higher **goals** for **themselves** each business day. It also **awards** points based on sales quotas and **performance**, and takes into account such factors as safety and quality as well.

A salesperson who...

21/3,K/54 (Item 52 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00585229 92-00402  
**American Organizations: Right Aim, Bad Implementation**  
Frohman, Mark  
Industry Week v240n23 PP: 12-18 Dec 2, 1991  
ISSN: 0039-0895 JRNL CODE: IW  
WORD COUNT: 2346

...TEXT: communication methods support strategy. We asked: "How well are your organization's direction, strategies, and **goals** supported by: **performance** reviews; **compensation** system; **employee** -communications practices?"

The response choices ranged from 1 (not at all) to 5 (very well). Survey participants reported low marks for all three groups--about 3.0. Performance reviews scored 2.97; compensation system, 3.13; and employee-communication practices, 3.04.

The low scores of the understanding...

21/3,K/55 (Item 53 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00572653 91-47004  
**Facts Survey: Sales Incentives**  
Anonymous  
Incentive v165n9 (Section 1) PP: 60-66 Sep 1991  
ISSN: 1042-5195 JRNL CODE: IMK  
WORD COUNT: 1987

...TEXT: percent look at the increase in market share and 13 percent examine branch or district performance. The percentages add up to well over 100 percent, indicating clearly that sales incentive users have almost as many ways to figure the bottom line as they do methods...

21/3,K/56 (Item 54 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00572649 91-47000  
**How to Profit from Merchandise Incentives**  
Anonymous  
Incentive v165n9 (Section 2) PP: 4-34 Sep 1991  
ISSN: 1042-5195 JRNL CODE: IMK  
WORD COUNT: 10859

...TEXT: of 10 catalogue items. When the entries come in, you can hold a drawing and award bonus points--or a prize from the wish list--to each family whose name is drawn.

\* Ask people to set a goal for themselves. Get them to target a particular item up front. Then, when you mail them their...

21/3,K/57 (Item 55 from file: 15)  
DIALOG(R) File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00555970 91-30328  
**Gainsharing - A Compensation Idea That Is Long Past Due**  
Peck, Richard G.  
Management Quarterly v32n1 PP: 25-30 Spring 1991  
ISSN: 0025-1860 JRNL CODE: MQU

...ABSTRACT: monies placed in a 401(k) program, an additional \$75,000 is budgeted for special bonuses, a summer family picnic, and an awards banquet. Ten employees are selected annually who have performed at least 4 of their 5 goals and who meet other criteria established by an employee-management committee. ...



21/3,K/58 (Item 56 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00530783 91-05127

**Effects of Goal Difficulty, Self - Set Goals , and Monetary Rewards  
on Dual Task Performance**

Erez, Miriam; Gopher, Daniel; Arzi, Nira

Organizational Behavior & Human Decision Processes v47n2 PP: 247-269 Dec  
1990

ISSN: 0749-5978 JRNL CODE: OBP

**Effects of Goal Difficulty, Self - Set Goals , and Monetary Rewards  
on Dual Task Performance**

ABSTRACT: The effects of goal difficulty, goal origin, and monetary  
rewards on the simultaneous performance of 2 tasks are tested.  
Participants were 32 students working simultaneously on a computerized task  
...

...in 6 consecutive trials of varied order within each experimental  
condition. The results indicate that self - set goals without monetary  
rewards led to the highest performance levels, whereas the combination  
of self - set goals and monetary rewards was detrimental to  
performance . These findings occurred, except in one case, only when goals  
were of either moderate or...

21/3,K/59 (Item 57 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00496057 90-21814

**Measure and Reward: One Valley Bank's Simple Formula for Boosting  
Productivity Earns a 4-to-1 Return**

Anonymous

Executive Financial Woman v5n2 PP: 5-8 Spring 1990

ISSN: 0886-540X JRNL CODE: EFW

ABSTRACT: Penny Mac, performance compensation administrator of One  
Valley Bank NA (Charleston, West Virginia), implemented a performance  
enhancement program designed to measure and reward employee productivity.  
In an interview, Mac described the program. The bank started the program  
in the branch system. Performance standards were established for every  
job, everyone received regular reports, and those who exceeded acceptable  
standards were rewarded . The bank chose customer service as the most  
important goal . Performance criteria were established for the things  
employees could control. The most difficult part was obtaining data to  
reflect the level of performance . Everyone submitted monthly reports of  
their performance and received back reports on their scores. Rewards  
were paid from the money the bank saved. Management was at first skeptical  
but later...

21/3,K/60 (Item 58 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00478287 90-04044

**Investigation of the Construct Validity of a Self-Report Measure of Goal Commitment**

Hollenbeck, John R.; O'Leary, Anne M.; Klein, Howard J.; Wright, Patrick M.  
Journal of Applied Psychology v74n6 PP: 951-956 Dec 1989  
ISSN: 0021-9010 JRNL CODE: JAP

...ABSTRACT: the goal commitment nomological net, the results indicated that the scale was consistently related to **performance**. In addition, the pattern of the results with expected antecedents, such as goal publicness, monetary **incentives**, need for achievement, locus of control, and task involvement, were statistically significant and in the...

21/3,K/61 (Item 59 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00420358 88-37191

**The Influence of Monetary Incentives on Goal Choice, Goal Commitment, and Task Performance**

Riedel, James A.; Nebeker, Delbert M.; Cooper, Barrie L.  
Organizational Behavior & Human Decision Processes v42n2 PP: 155-180 Oct 1988  
ISSN: 0749-5978 JRNL CODE: OBP

ABSTRACT: To investigate the influence of monetary **incentives** on goal choice, goal commitment, and **performance**, 130 high school and college students were recruited for part-time employment in a simulated organization. Each was assigned to one of 7 experimental groups, and quantity and quality of **performance** on a clerical data transfer task were recorded for 5 days. Tested hypotheses were based on a work motivation model, which predicts that **incentives** influence goal choice and commitment through the following determinants: valence, instrumentality, and expectancy. Additional variables...

...student's clerical ability. Results supported the model's predictions. Specifically, they indicated that: 1. **incentives** affected pay instrumentality, 2. cognitive components of **goal choice** predicted **self-reported goals** and **performance**, 3. **goal difficulty** and commitment were positively related to **performance**, and 4. goals mediated the effects of **incentives** on **performance**.

21/3,K/62 (Item 60 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00409619 88-26452

**On the Observational Equivalence of Managerial Contracts Under Conditions of Moral Hazard and Self-Selection**

Hagerty, Kathleen M.; Siegel, Daniel R.  
Quarterly Journal of Economics v103n2 PP: 425-428 May 1988  
ISSN: 0033-5533 JRNL CODE: QJE

...ABSTRACT: hazard and self selection) are used to explain the phenomenon of managerial contracts often tying **compensation** to the firm's **performance**. An important direction for research in this area will be to use data on managerial...

21/3,K/63 (Item 61 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00361441 87-20275

**An Example of Economic Gainsharing in the Restaurant Industry**

Jewell, Donald O.; Jewell, Sandra F.

National Productivity Review v6n2 PP: 134-143 Spring 1987

ISSN: 0277-8556 JRNL CODE: NLP

...ABSTRACT: An economic gainsharing program was an important part of the implementation. It was a group incentive system developed to give rewards for improvements in financial performance. With employee input, 4 performance measures linked to this goal were chosen for calculating employee bonuses: 1. customer count trend, 2. quality, 3. service, and 4. cleanliness. The gainsharing system provided the feedback, reinforcement, and financial rewards needed to focus clearly on the change process goals. ...

21/3,K/64 (Item 62 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00323130 86-23544

**Managing Your Employees to Level 3**

Fersko-Weiss, Henry

Personal Computing v10n6 PP: 95-101 Jun 1986

ISSN: 0192-5490 JRNL CODE: PSC

...ABSTRACT: use their computers extensively to make their work less time-consuming. Increased productivity and individual performance are the rewards of reaching level 3. Helping employees progress to level 3 involves many of the same...

...defined level 3 goals should be set for the department and its members. Employees who reach level 3 should be rewarded with choice assignments or promotion. Managing employee growth to level 3 demands the vision to let some immediate tasks slide. Classroom courses are available, but...

21/3,K/65 (Item 63 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00279737 85-20171

**Quality Circles in the United States: A Conceptual Reevaluation**

Ferris, Gerald R.; Wagner, John A., III

Journal of Applied Behavioral Science v21n2 PP: 155-167 May 1985

ISSN: 0021-8863 JRNL CODE: JBS

...ABSTRACT: in QCs is mandatory, while it is voluntary in US firms and usually conditional upon reward for successful QC performance. In addition, US workers have an individualistic orientation in contrast to the collectivist orientation of...

21/3,K/66 (Item 64 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00245006 84-23566  
**Paying the Industrial Sales Manager: Part II**  
Moynahan, John K.  
Sales & Marketing Management v132n8 PP: 112-114 Jun 4, 1984  
ISSN: 0163-7517 JRNL CODE: SAL

...ABSTRACT: 2 major compensation approaches for the industrial sales manager: 1. The results-oriented approach links **bonuses** with meeting pre-set sales volumes. 2. The override approach bases **bonuses** on a percentage of subordinates' accumulated earnings. The **compensation** method **selected** should encourage the **participant** to maximize earnings, and **goals** should reflect expected results. For industrial sales managers, **bonuses** depend on subordinates' **performance** as much as on managerial success. In addition, the higher up a manager moves, the more uncontrollable factors affect **compensation**. Therefore, the results-oriented **bonus** plan is usually a better compensation approach for industrial sales managers. This approach allows managers...

21/3,K/67 (Item 65 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00234237 84-12798  
**Rewarding Safety Excellence**  
Kendall, Rick  
Occupational Hazards v46n3 PP: 45-50 Mar 1984  
ISSN: 0029-7909 JRNL CODE: OHA

ABSTRACT: **Awards** and **incentives** programs are based on the premise that they complement but never substitute for a well balanced safety program. They hold 6 precepts in common: 1. setting measurable, **attainable goals**, 2. establishing fair, easily understood guidelines and rules, 3. **choosing awards** tailored to **employees'** tastes and lifestyles and the company's budget and operating philosophy, 4. publicizing the program...

21/3,K/68 (Item 66 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

00177000 82-18561  
**How to Set Up a Language Training Department**  
Parkin, Ernest J., Jr.  
Training v19n7 PP: 56-57 Jul 1982  
ISSN: 0095-5892 JRNL CODE: TBI

...ABSTRACT: trained so that their teaching presents a unified approach and a consistent body of knowledge. **Compensation** is a key to the morale and **performance** of the teaching staff. Finally, the selection of appropriate teaching materials presents a double problem...

21/3,K/69 (Item 67 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
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00092982 79-07949

**Esmark Adds Stock Option, Long Term Growth Plans**

Employee Benefit Plan Review v33n10 PP: 42, 44 April 1979

ISSN: 0013-6808 JRNL CODE: EBP

...ABSTRACT: Option Plan which expired. The new plans are designed to provide more effective incentives for **selected** officers and key management **employees**. They are administered by the compensation committee of the board of directors. When restricted stock or performance units are **awarded**, a performance period and earnings goals are established. Earnings goals are set in terms of earnings per common share during the performance period. If the earnings **goal** is **met**, the participant is entitled to all shares of the restricted stock assigned to his account...

21/3,K/70 (Item 1 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

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05902365 Supplier Number: 53115805 (USE FORMAT 7 FOR FULLTEXT)

**1998 Business Week/Architectural Record Awards Recipients Utilize**

**Architecture to Achieve Strategic Business Goals.**

PR Newswire, p7696

Oct 22, 1998

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 954

... AIA, principal, Machado & Silvetti Associates, Inc., of Boston. "For each of the outstanding projects we **selected**, the architect and **client** collaboration was very strong and constant."

As organizations respond to evolving customer needs and market forces, the **awards** salute the architect/client teams who utilize architectural solutions to **meet** strategic **goals**. The BW/AR **Awards** recognize the very best expression of a client's goals through architecture, **rewarding** the entrepreneurial spirit in both management techniques and physical form. Two of the 1998 recipients...

21/3,K/71 (Item 2 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

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05503079 Supplier Number: 48338650 (USE FORMAT 7 FOR FULLTEXT)

**Holiday Hospitality Introduces Enhanced Hotel Rewards Program**

PR Newswire, p305ATTH09

March 5, 1998

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 1078

... most frequent guests through a new two-tiered elite level structure: Gold Level and Platinum **Level**. Members **attain** Gold **Level** status upon staying 20-59 qualifying nights per calendar year within the Holiday Hospitality family of hotels. Gold Level **members** who **choose** to collect points automatically receive a 10% **bonus** on base points earned with each stay.

Members **attain** Platinum **Level** status upon staying 60 qualifying

nights per calendar year and receive a 30% **bonus** on base points earned with each stay. Gold and Platinum level members will be offered...

21/3,K/72 (Item 3 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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05352108 Supplier Number: 48140659 (USE FORMAT 7 FOR FULLTEXT)  
**WHOLE FOODS EXPANDING INNOVATIVE FREQUENT-SHOPPER PROGRAM**  
BLAIR, ADAM  
Supermarket News, p15  
Nov 24, 1997  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 638

... Bread & Circus Supermarkets, Wellspring Grocery and Fresh Fields.  
Shoppers participating in the FreshShopper program are **awarded** one point for every dollar spent at the four Philadelphia Fresh Fields stores. When they **reach** the 600-point **level**, **members** **choose** one of eight departments in which to receive a 10% discount.  
While Dobrow declined to...

21/3,K/73 (Item 4 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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05033766 Supplier Number: 47390485 (USE FORMAT 7 FOR FULLTEXT)  
**Comerica Shareholders Elect Four Directors, Approve Two Proposals**  
PR Newswire, p516DEF002  
May 16, 1997  
Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 432

... Walker, chairman, M.A. Hanna Company.  
Shareholders also approved adoption of the Comerica Incorporated Management **Incentive** Plan. Under the plan, officers are eligible to receive annual and three-year **bonuses**, payable in cash and/or shares of the Corporation's common stock, based on the **level** of **attainment** of corporate performance **goals** over one and three-year performance periods taken together with the officer's individual performance.  
In addition, shareholders approved adoption of the Comerica Incorporated 1997 Long-Term **Incentive** Plan. The plan, which replaces the Comerica Incorporated 1991 Long-Term Incentive Plan, is designed to provide **selected** key **employees** of the Corporation with an incentive to achieve long-term corporate objectives, to attract and...

21/3,K/74 (Item 5 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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05018104 Supplier Number: 47368288 (USE FORMAT 7 FOR FULLTEXT)  
**Dell Leads Industry In Bringing New Technology To The Entry-Level Server Market**  
PR Newswire, p507NEW021  
May 7, 1997

Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 795

... efficiency of its direct business model, Dell is able to quickly bring to market reliable, award-winning servers that feature higher performing, lower cost components ahead of the competition.

"We recognize that customers purchasing entry-level servers want the best performance features at competitive prices," said Lary Evans, vice president of Dell's Server Group. "Today...

21/3,K/75 (Item 6 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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04820130 Supplier Number: 47092875 (USE FORMAT 7 FOR FULLTEXT)  
USAir recognized as a Call Center of the Year; GeoTel Communications plays pivotal role in airline's call-handling strategy.

Business Wire, p02031335

Feb 3, 1997

Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 581

... build and manage customer-responsive call centers."

Call Center Magazine's CallCenters of the Year awards recognize the most effective applications of call center technology in several vertical industries. The editorial staff selects winners based on their ability to meet service levels while lowering labor costs and handling more calls.

GeoTel's software supports an enterprise-wide...

21/3,K/76 (Item 7 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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04325772 Supplier Number: 46341225 (USE FORMAT 7 FOR FULLTEXT)  
The Dangers of Smoking Confronted in 1996 Clio Award Winners for Public Service Advertising; The Clio Awards, the Ad Industry's Top Honor, Donate \$30,000 to Sole Gold Statue Winner.

Business Wire, p04300426

April 30, 1996

Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 746

... Bed." Below is printed: "When you're homeless, the world looks different."

No Clios were awarded in the radio category. The Clios have a longstanding policy of not awarding Gold, Silver or Certificate awards if the judges' scores do not reach prescribed levels.

The Clio Executive Jury -- representing 16 countries -- had to cull the public service advertising finalists from hundreds of entrants. The Gold and Silver Award and Certificate winners were chosen by the 22-member Clio Executive Jury which includes industry luminaries such as its Chairman Lee Clow, Chief Creative...

21/3,K/77 (Item 8 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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04258084 Supplier Number: 46235959 (USE FORMAT 7 FOR FULLTEXT)  
**NAVISTAR'S 'FLAT-FLOOR' CABOVER DESIGN HONORED WITH TRUCK WRITERS OF NORTH AMERICA TECHNICAL ACHIEVEMENT AWARD**  
PR Newswire, p0319NYTU072  
March 19, 1996  
Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 411

... president of Navistar's heavy truck business. "The flat floor design reflects Navistar's ongoing goal of **meeting** our customers' needs with innovative, pioneering technology. With a firm commitment to research and new product development, we hope to be a winner for many years to come."

The TWNA award recognizes technical achievement that significantly enhances efficiency, productivity, profitability or safety. TWNA accepts nominations from the association's editorial **members**, with winners **selected** by a committee composed of editors from a variety of trucking industry publications.

Navistar is...

21/3,K/78 (Item 9 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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03929854 Supplier Number: 45680755 (USE FORMAT 7 FOR FULLTEXT)  
**WHITE-COLLAR PERFORMANCE IN JAPAN** by Atsushi Yamakoshi  
JEI Report, v199, n27, pN/A  
July 21, 1995  
Language: English Record Type: Fulltext  
Document Type: Newsletter; Trade  
Word Count: 4327

... 24.1 percent of the company's 54,000-member work force. Affected employees now **set performance targets for themselves** at the beginning of the fiscal year and use a five-point rating system to judge their accomplishments. **Rewards** are reflected by two **bonuses** in a year. This system is expected to expand annual salaries from the Y11 to...

21/3,K/79 (Item 10 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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03880691 Supplier Number: 45577889 (USE FORMAT 7 FOR FULLTEXT)  
**Comparing Fees and Commissions**  
Risk Management, p39  
June, 1995  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 1058

... management services rendered to a client. Each approach has advantages and disadvantages for brokers and **clients**.

**Selecting** a compensation structure that satisfies both parties is



very important, because if the parties continually debate **compensation** questions, the quality of the work performed can suffer. Clients looking to reduce costs and enhance productivity have to determine their **compensation goals** before **meeting** with the broker.

#### COMMISSIONS

To generalize, paying a commission is probably the simplest method of **compensating** a broker. Commissions are generally used for the small to average-sized client with basic...

21/3,K/80 (Item 11 from file: 16)

DIALOG(R) File 16:Gale Group PROMT(R)

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02728173 Supplier Number: 43649426 (USE FORMAT 7 FOR FULLTEXT)

**Banyan to pay commissions on direct sales above \$500K**

Computer Reseller News, p3

Feb 15, 1993

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 392

Banyan Systems Inc. is implementing a plan that **awards** its resellers a commission for sales made directly by Banyan to a **select** class of **customers**.

The company also is revising its cooperative marketing program, encouraging VARs to **attain** the highest authorization **level**.

Under the Enterprise Sales Partnership, Banyan sales representatives will focus on generating demand among the...

21/3,K/81 (Item 12 from file: 16)

DIALOG(R) File 16:Gale Group PROMT(R)

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02177474 Supplier Number: 42832418 (USE FORMAT 7 FOR FULLTEXT)

**HOUSE RESEARCH SUBCOMMITTEE EXPLORES DROPPING NETWORK SUBSIDY**

Common Carrier Week, v9, n11, pN/A

March 16, 1992

Language: English Record Type: Fulltext

Document Type: Newsletter; Professional Trade

Word Count: 559

... support current network backbone, NSFnet users are allowed on network free and don't have **incentive** to use commercial services.

William Schrader, pres. of **Performance Systems International (PSI)**, said govt. could **level** playing field by providing money directly to **individual** universities and letting them **choose**, on "free-market" basis, which network service provider to use. That system, he said, would provide **incentive** for several suppliers to upgrade networks in efforts to corral most customers. Kapor said it...

21/3,K/82 (Item 13 from file: 16)

DIALOG(R) File 16:Gale Group PROMT(R)

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02073348 Supplier Number: 42680497

**Amid Layoffs and the Recession, Executives' Pay Is Under Scrutiny**

The New York Times, pA1

Jan 20, 1992  
Language: English Record Type: Abstract  
Document Type: Newspaper; General

ABSTRACT:

...such high salaries are merited are few and far between, according to critics of the **compensation** system. Often the **compensation** of execs does not reflect the **performance** of their companies because the pay **levels** are established by board **members** and **compensation** advisers **selected** by the CEOs **themselves**.  
Another more fundamental issue is that the chief execs often are not accountable to the...

21/3,K/83 (Item 14 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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02061185 Supplier Number: 42663452 (USE FORMAT 7 FOR FULLTEXT)  
**Ingenuity, Support Are Musts**  
Financial Services Week, p1  
Jan 13, 1992  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 1257

... selling to banks should concentrate, in part, on dual-class shares to give the bank **customer** some **choice**.

Nolan said wholesalers selling to banks should also concentrate on providing higher **incentives** for getting outside bank dollars into funds, **compensating** for **meeting** specific sales **levels** and challenging the banks to sell more equities.

21/3,K/84 (Item 15 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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01690493 Supplier Number: 42102980 (USE FORMAT 7 FOR FULLTEXT)  
**BANKING ON PROFITABILITY**  
Financial Services Week, p18  
May 27, 1991  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 2076

... encouraged financially to refer clients to the bank side when bank products are the right **choice** for the **client**.

" **Rewarding** financial counselors for referrals to bank products is very key," Davis says. "It keeps branch managers happy because they are **meeting** bank **goals**, it keeps the client happy because they don't feel the bank is pushing a..."

21/3,K/85 (Item 16 from file: 16)  
DIALOG(R)File 16:Gale Group PROMT(R)  
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01221140 Supplier Number: 41408332  
**Gerber's report offers stock prize**

The Grand Rapids Press, pC5  
June 28, 1990  
Language: English Record Type: Abstract  
Document Type: Newspaper; Trade

ABSTRACT:

...a grand prize of 100 shrs of its stock and also offers 4 runner-up awards of 25 shrs. The contest entry form was included in Gerber's annual report. Participants must answer 5 multiple choice questions about the company's strategic goals and recent performance. The answers are hidden underneath rub-off squares on the entry form...

21/3,K/86 (Item 1 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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12121119 SUPPLIER NUMBER: 59586799 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
CASTAWAYS DEEP SEA FISHING.  
Meetings & Conventions, 34, 3, 40  
March, 1999  
ISSN: 0025-8652 LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 385 LINE COUNT: 00033

... Castaways deep-sea fishing tournament to be a truly unique event for suppliers and executive-level clients in the meetings industry to interact on a professional and personal level. All clients chosen to participate in the event were pre-qualified meeting or incentive buyers with decision-making status. The primary criterion was to attract truly qualified clients that...

21/3,K/87 (Item 2 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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11583995 SUPPLIER NUMBER: 55307214 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Old friends, new faces: motivation research in the 1990s. (Yearly Review of Management)  
Ambrose, Maureen L.; Kulik, Carol T.  
Journal of Management, 25, 3, 231(6)  
May-June, 1999  
ISSN: 0149-2063 LANGUAGE: English RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 35617 LINE COUNT: 03051

... 1990b) speculated that college students performing a class scheduling task would be more likely to self-set goals, and self-set higher goals, under contingent (piece-rate and bonus) incentive systems than under noncontingent (hourly and no-pay) incentive systems. However, the type of incentive system had no impact on students' likelihood of engaging in spontaneous goal-setting or on the level of self-set goals.

Boundary conditions. A number of studies examined situations in which the accepted relationship between goals...intrinsic motivation.

Monetary rewards. Erez, Gopher, and Arzi (1990) examined the joint effects of monetary rewards and goals on the performance of college students who were simultaneously performing two tasks. Self-set goals were expected to enhance intrinsic motivation, whereas monetary rewards were expected to elicit extrinsic motivation. Results suggested that the combination of monetary rewards and self-set goals was generally

detrimental to **performance** . **Self - set goals** led to the highest **performance** , but only when the goals were either moderately or very difficult.

Work and play task...M., Gopher, D., & Arzi, N. 1990. Effects of goal difficulty, self-set goals, and monetary **rewards** on dual task **performance** . Organizational Behavior and Human Decision Processes, 47: 247-269. Evans, M. G., & Ondrack, D. A...

21/3,K/88 (Item 3 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

11174801 SUPPLIER NUMBER: 54765186 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Hold On to the People You Need.**  
HERMAN, ROGER E.  
HR Focus, 76, 6, S11  
June, 1999  
ISSN: 1059-6038 LANGUAGE: English RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 903 LINE COUNT: 00077

.... and want to stay to continue that experience.  
Today's workers want to see their **compensation** growing, too.  
Consider stronger emphasis on performance-based pay systems that enable people to influence their income **level** . Get creative with your benefit plans, giving **workers** more **choices** about how their **individual** benefit dollars are spent.  
Employees today-and tomorrow- seek a greater sense of control over....

21/3,K/89 (Item 4 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

10577377 SUPPLIER NUMBER: 21244246 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Getting the incentives right for children.(Improving the Quality of Healthcare for Children: An Agenda for Research)**  
Glied, Sherry  
Health Services Research, v33, n4, p1143(18)  
Oct, 1998  
ISSN: 0017-9124 LANGUAGE: English RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 7522 LINE COUNT: 00615

... overservice" their patients, providing more medical care, at higher cost, than well-informed patients would **choose** for **themselves** .  
A final method of payment is to **reward** particular aspects of provider performance. For example, physicians in the United Kingdom can receive a **bonus** payment if they **reach** immunization rate **targets** (Goodwin 1990). Providers in some managed care systems receive a **bonus** payment if their patients are more satisfied with care than average (Appleby 1995). Pay-for...

21/3,K/90 (Item 5 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

09391098 SUPPLIER NUMBER: 19258911 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Can Pontiac compete with the new Camry? You bet! (includes related articles on other automobiles and repair services)**

Ruff, Marcia  
Medical Economics, v74, n4, p184(5)  
Feb 24, 1997  
ISSN: 0025-7206      LANGUAGE: English      RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 3296      LINE COUNT: 00257

... G.M.'s excellent 3.8-liter, 195-horsepower 3800 Series II V-6. This award-winning engine has demonstrated good durability, fuel economy, and overall performance.

The brawny-shoulder choice is the Grand Prix GTP (\$21,882), powered by a supercharged...

21/3,K/91      (Item 6 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

09317264      SUPPLIER NUMBER: 19028447      (USE FORMAT 7 OR 9 FOR FULL TEXT)  
HACCP as a regulatory innovation to improve food safety in the meat industry. (hazard analysis critical control point)  
Unnevehr, Laurian J.; Jensen, Helen H.  
American Journal of Agricultural Economics, v78, n3, p764(6)  
August, 1996  
ISSN: 0002-9092      LANGUAGE: English      RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 3861      LINE COUNT: 00325

... negative externality, e.g., tradeable pollution rights, or from the application of optimal pollution taxes. Incentives-based approaches are preferable to CAC, which reduces efficiency by constraining market choice. Among CAC approaches, process standards are less efficient than performance standards. They specify how firms should achieve pollution reduction goals rather than specifying a performance...

...in the highest level of profits and production efficiency among a set of five different performance and process standards.

What are the lessons for food safety regulation? Incentives-based approaches to the food safety market failure require provision of information, which differs from...

21/3,K/92      (Item 7 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

09153826      SUPPLIER NUMBER: 18921014      (USE FORMAT 7 OR 9 FOR FULL TEXT)  
Determinants and process of the choice of goal difficulty.  
Moussa, Faten M.  
Group & Organization Management, v21, n4, p414(25)  
Dec, 1996  
ISSN: 1059-6011      LANGUAGE: English      RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 8900      LINE COUNT: 00741

... Rubin, & Callahan, 1988; Wright, 1994) in increasing performance, little research exists that explains how monetary incentives influence goal choice. For example, Locke and Latham (1990) argue that although monetary incentives should influence the choice of goal level, "self-set goal levels have rarely been looked at as a function of different incentive conditions" (p. 121).

In addition, Locke and Latham (1990) point out that goal challenge influences...

...who are exposed to situations in which hard self-set goals are emphasized and monetary incentives are offered. In addition, expectancy theory (i.e., expectancy of achieving and attractiveness of high job performance) is proposed to explain the effects of these variables on goal choice. Figure 1 summarizes...ON THE CHOICE OF GOAL DIFFICULTY

Applying expectancy theory to explain the process of goal choice suggests that individuals will set harder goals if they believe that they are able to reach those goals, and attainment of those goals is intrinsically and extrinsically rewarding (Campbell, 1982). Similarly, Green (1994) indicates that employees will also work harder if they believe that effort is related to performance (expectancy), performance is related to outcomes (instrumentality), and those outcomes are desirable (valences or attractiveness of performance...)

...1976) found that monetary incentives positively influence perception of performance instrumentality (i.e., productivity-extrinsic rewards relationship).

Accordingly, the hard self-set goal condition should result in greater perception of valences of job performance (the anticipated satisfaction of performing at a specific level of performance - Vroom, 1964) than the easy self-set goal, free-choice self-set goal (people are expected to set average goals under this condition and, therefore, average intrinsic rewards are expected), and no-goal conditions. In addition, the strength of the differences in perceived total valences of job performance across the self-set goal conditions should be especially stronger under the piece-rate plans than under the hourly flat...

...choice of self-set goals, and self-esteem in influencing perceived total valences of job performance. That is, emphasizing hard self-set goals and applying the monetary incentive systems that reward high job performance should enhance perception of valences of job performance, especially for high self-esteem subjects. That is, to the extent that money is a...by high task-specific self-esteem subjects who are exposed to situations in which hard self-set goals are emphasized and monetary incentives are applied. Moreover, by emphasizing hard self-set goals under this system, managers will be able to connect employees' self-set goals to organizational goals. This is important because, according to Austin (1989), "the goals of the organization cannot simply...

...in field settings, noncommitment to organizational goals is a well-known phenomenon (under the monetary incentive system). It usually manifests itself in restriction of output" (p. 124). Similarly, Beer (1993) points out that "by paying for performance, the company runs the danger of encouraging self-interest instead of organizational commitment. This is...

21/3,K/93 (Item 8 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

08557207 SUPPLIER NUMBER: 18107443 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
HUD budget request includes revision of last year's mark-to-market proposal. (Department of Housing and Urban Development) (Clinton's 1997 Budget)

Canam, Martha M.  
Bond Buyer, v315, n29859, p28(1)  
March 20, 1996

ISSN: 0732-0469 LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 493 LINE COUNT: 00043

... program cuts in fiscal 1995 and 1996, HUD would set aside \$100 million for a **bonus** pool, with funds made available on a competitive basis to communities that meet **goals** they **set** for **themselves** as well as minimum CDBG requirements, Cisneros said.

HUD also is proposing \$3 billion to...

21/3,K/94 (Item 9 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

08400130 SUPPLIER NUMBER: 17743168 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Managing change in business: views from the ancient past.**  
Wagner, Cynthia K.  
Business Horizons, v38, n6, p8(5)  
Nov-Dec, 1995  
ISSN: 0007-6813 LANGUAGE: English RECORD TYPE: Fulltext; Abstract  
WORD COUNT: 2789 LINE COUNT: 00235

... company leadership; empowerment is Aristotle's legacy. Involving everyone in the organization in setting and **attaining goals** ensures that the objectives of individuals are consonant with those of the company as a whole, and **employees** should be **chosen** and **rewarded** on this basis.

Change, then, is not all in our heads, as Parmenides insisted. However

21/3,K/95 (Item 10 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

08178604 SUPPLIER NUMBER: 17536457 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**An exploratory study of goal setting in theory and practice: a motivational technique that works?**  
Yearta, Shawn K.; Maitlis, Sally; Briner, Rob B.  
Journal of Occupational and Organizational Psychology, v68, n3, p237(16)  
Sep, 1995  
ISSN: 0963-1798 LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 7818 LINE COUNT: 00641

... H. A. (1982). The effects of self-set, participatively set and assigned goals on the **performance** of government employees. Personnel Psychology, 35, 399-404.

Latham, G. P., Mitchell, T. R. & Dossett, D. L. (1978). Importance of participative goal setting and anticipated **rewards** on goal difficulty and job performance. Journal of Applied Psychology, 63, 163-171.

Latham, G...

21/3,K/96 (Item 11 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

08160518 SUPPLIER NUMBER: 17485057 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Young lions, high priests, and old warriors. (leadership)**  
Hsieh, Tsun-yan; Barton, Dominic  
McKinsey Quarterly, n2, p62(13)  
Spring, 1995  
ISSN: 0047-5394 LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 4734 LINE COUNT: 00388

... got together quarterly to establish and monitor performance goals. In the second year, CLAN members **set** even more aggressive **targets** for **themselves** and pushed for the bulk of their **compensation** to be based on corporate (rather than mill) purchasing **performance**.

Other initiatives we have seen confirm our belief that effective networks can expand leadership capacity...

21/3,K/97 (Item 12 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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07827115 SUPPLIER NUMBER: 16891758 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Alcatel selected for Ameritech's UltimateLink(SM) SONET service offering and network upgrades.**  
Business Wire, p5031304  
May 3, 1995  
LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 573 LINE COUNT: 00061

... the Chicago area is targeted for completion in September.  
"UltimateLink provides guaranteed service and performance **levels** and **rewards** long-distance carriers and other **customers** that **choose** Ameritech as their local access services supplier," said Scott Finney an Ameritech product manager for...

21/3,K/98 (Item 13 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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07820664 SUPPLIER NUMBER: 15499813 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**A social cognitive approach to examining joint venture general manager performance.**  
Frayne, Colette A.; Geringer, J. Michael  
Group & Organization Management, v19, n2, p240(23)  
June, 1994  
ISSN: 1059-6011 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT  
WORD COUNT: 9327 LINE COUNT: 00818

... self-punishment strategies, based on the individual's performance vis-a-vis his or her **self - set goals**  
Implications  
By providing **rewards** for achieving his or her goals, a positive influence on future actions can be exerted...

21/3,K/99 (Item 14 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

07193199 SUPPLIER NUMBER: 15138886 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**The Experience of Free Banking. (book reviews)**  
Garrison, Roger W.  
Southern Economic Journal, v60, n3, p771(3)  
Jan, 1994  
DOCUMENT TYPE: review ISSN: 0038-4038 LANGUAGE: ENGLISH  
RECORD TYPE: FULLTEXT



WORD COUNT: 1421 LINE COUNT: 00112

... ample evidence in favor of free banking, one suspects, largely because with central banking political **incentives** cut against economic goals. Inflation that serves political purposes and the consequent degradation of economic **performance** can easily be beat by a de-politicized banking industry. The Theory of Free Banking...

21/3,K/100 (Item 15 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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06810284 SUPPLIER NUMBER: 15411551 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Reinventing federal human resources management. (Reinventing Government)**  
King, James B.  
Public Manager: The New Bureaucrat, v22, n4, p11(4)  
Winter, 1993  
ISSN: 1061-7639 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT  
WORD COUNT: 3273 LINE COUNT: 00271

... The Act, which is still pending in Congress, will authorize federal agencies to provide separation **incentives** to those **employees** who **choose** voluntary retirement or resignation.

Voluntary separation **incentives** will be an important addition to the tools currently available to help us **reach** lower employment **levels** without resorting to involuntary and disruptive reductions in force (RIFs). As you know, voluntary methods...

21/3,K/101 (Item 16 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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>>>Accession number 6794343 is unavailable

21/3,K/102 (Item 17 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

06231401 SUPPLIER NUMBER: 12741859 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Living the American dream. (hotel franchises) (Portfolio)**  
Williams, Jeffrey T.  
National Real Estate Investor, v34, n7, pP10(1)  
July, 1992  
ISSN: 0027-9994 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 405 LINE COUNT: 00032

... the American Dream is all about.

Now look at the differences between the two. To **reach** his profitability **goals**, the Choice franchisee has the advantage of **award**-winning, international marketing programs, and a reservations number, 1-800-4-CHOICE, that has a very high recall factor among **consumers**. The **Choice** franchisee benefits from brand name awareness and a clear image in the mind of the...

21/3,K/103 (Item 18 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

05909707 SUPPLIER NUMBER: 12418617 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Video discs find interactive niches in training, education.**

Angelo, Jean Marie

Computer Pictures, v10, n2, p88

March-April, 1992

ISSN: 0883-5683

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 1627

LINE COUNT: 00133

... is said to be planning an installation of 6,000 interactive kiosks. Programs would allow customers to select payment options, schedule delivery and buy gift certificates, sources said.

Many say interactive multimedia is sure to suffer some false starts until it solves its incompatibility problems.

Potential users reach record frustration levels as they sort out the role of DOS, Windows, Quick Time, CDTV, MCP, CD-I...

21/3,K/104 (Item 19 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

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05815162 SUPPLIER NUMBER: 12058911 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Subcommittee explores dropping subsidy of federal science network. (NSFnet research network)**

Communications Daily, v12, n50, p6(2)

March 13, 1992

ISSN: 0277-0679

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 594

LINE COUNT: 00049

... support current network backbone, NSFnet users are allowed on network free and don't have incentive to use commercial services.

William Schrader, pres. of Performance Systems International (PSI), said govt. could level playing field by providing money directly to individual universities and letting them choose, on "free-market" basis, which network service provider to use. That system, he said, would provide incentive for several suppliers to upgrade networks in efforts to corral most customers. Kapor said it...

21/3,K/105 (Item 20 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

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05311923 SUPPLIER NUMBER: 13591718

**Making total quality work: aligning organizational processes, performance measures, and stakeholders. (Special Issue on Performance Measurement and Management)**

Olian, Judy D.; Rynes, Sara L.

Human Resource Management, v30, n3, p303(31)

Fall, 1991

ISSN: 0090-4848

LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

...ABSTRACT: contribute to TQ include quality visions and goals, training based on in support of these goals, recognition and rewards for performance and the selection of employees attuned to this mindset. Customer, operations, financial and employee feedback are necessary inputs to TQ...

21/3,K/106 (Item 21 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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04920216 SUPPLIER NUMBER: 09708867 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Motivating and managing staff groups.**  
Mann, Gary J.; Putnam, Karl B.  
Journal of Accountancy, 170, n6, 108(3)  
Dec, 1990  
ISSN: 0021-8448 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 1078 LINE COUNT: 00087

... ideas of others and through fairness and consistency in granting promotions, pay increases and other **rewards** . Demonstrated consideration for subordinates and **rewards** for good performance can pay large dividends in greater loyalty and commitment to the firm and its **goals** .

Control membership. Owners and managers should **select** team **members** who will both offer their own opinions and listen to and consider the views of...

21/3,K/107 (Item 22 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
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04899043 SUPPLIER NUMBER: 09824903 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Self-gifts: phenomenological insights from four contexts.**  
Mick, David Glen; DeMoss, Michelle  
Journal of Consumer Research, v17, n3, p322(11)  
Dec, 1990  
ISSN: 0093-5301 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT  
WORD COUNT: 9076 LINE COUNT: 00747

... function s of possessions as markers or vehicles of personal history and maturation.

Theories of **choice** and **self - gifts** may also contribute to each other. Olshavsky's (1985) choice theory builds on the notion that the individual seeks to **attain** life **goals** , which are distal states representative of personal values such as power, success, and prestige. A ...

21/3,K/108 (Item 23 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

04142712 SUPPLIER NUMBER: 07977278 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**United Press International names Wayne Gretzky and Martina Navratilova male and female 'Athletes of the Decade.'**  
PR Newswire, 1218DCSAT2  
Dec 18, 1989  
LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 415 LINE COUNT: 00033

... Fred McMane said this was the first time UPI had ever given this type of **award** and that "Our criteria for selecting Male and Female Athletes of the Decade was not based solely on impressive **individual** statistics. We sought to **select** those athletes who raised the **performance** **level** of their sport in addition to achieving great personal success.

"Martina Navratilova and Wayne Gretzky...

21/3,K/109 (Item 24 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

03835038 SUPPLIER NUMBER: 07248425 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Cronus Industries adopts management equity participation plans.**  
PR Newswire, 0112NY058  
Jan 12, 1989  
LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 531 LINE COUNT: 00044

... whereby key management employees of the company will be given the opportunity, subject to the **attainment** of future earnings **goals**, to acquire common stock of the company (the common stock). The plans consist of three parts: (i) an open market purchase plan, (ii) a **bonus** stock plan and (iii) a stock option plan.

Under the open market purchase plan, **selected** management **participants** will attempt to purchase prior to Feb. 17, 1989 up to an aggregate of 500...

21/3,K/110 (Item 25 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

03679150 SUPPLIER NUMBER: 06968099 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**K mart establishes a minority scholarship award program at Michigan State University.**  
PR Newswire, 0914DE020  
Sept 14, 1988  
LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 429 LINE COUNT: 00036

... will be granted to each unit. Each will award five \$1,000 scholarships to minority **students** each year. **Selection** of the recipients will be made at spring term, with the **award** to be effective the following fall term.

This **award** is intended to encourage MSU minority students who have demonstrated the capacity to achieve educational and professional **goals**, the motivation to **reach** these **goals**, and the initiative to seek opportunities to further their progress.

"The implementation of the K mart Minority Scholarship **Award** Program at MSU symbolizes K mart's commitment to higher education and an investment in..."

21/3,K/111 (Item 26 from file: 148)  
DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2005 The Gale Group. All rts. reserv.

03500565 SUPPLIER NUMBER: 06321829 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Index of employers. (hospital profiles) (Nursing Opportunities supplement)**  
RN, v51, n1, pS6(377)  
Jan, 1988  
ISSN: 0033-7021 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
WORD COUNT: 210302 LINE COUNT: 18943

... pain and dialysis teaching units.

**BENEFITS FOR NURSING**

Financial: Clinical levels of practice developed to **meet** career goals , Annual salaries range from \$22,714 to \$36,670 at five clinical levels. 10% shift differential plus special evening **bonus** of up to \$500. Also special night **bonus** of up to \$2,000. Time and one-half pay for working authorized holidays plus...

21/3,K/112 (Item 1 from file: 160)

DIALOG(R) File 160:Gale Group PROMT(R)

(c) 1999 The Gale Group. All rts. reserv.

01541572

**Fun For Profit.**

CALIFORNIA BUSINESS January, 1987 p. 22,23+1

...stock in the company, and vote on the amount of profits allocated to an annual **bonus** pool. Each employee rates all the others on **performance** to determine individual **bonuses** . Customer support employees may elect to be paid on the basis of client ratings rather...

21/3,K/113 (Item 1 from file: 275)

DIALOG(R) File 275:Gale Group Computer DB(TM)

(c) 2005 The Gale Group. All rts. reserv.

01640157 SUPPLIER NUMBER: 16060866

Cheyenne's ARCSolo v3.0. (Cheyenne Software) (includes related article on Network Computing's Well-Connected Award) (Software Review) (one of four evaluations of backup software in 'Windows doesn't ease the pain of backup') (Evaluation)

Carr, Eric

Network Computing, v5, n6, p102(2)

June 1, 1994

DOCUMENT TYPE: Evaluation

ISSN: 1046-4468

LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

...ABSTRACT: Software Inc's \$195 ARCSolo for Windows 3.0 wins Network Computing's Well-Connected Award because of its well-designed user interface, its **performance** on 486-based PCs and its NetWare name-space support. The software includes excellent management...

21/3,K/114 (Item 1 from file: 636)

DIALOG(R) File 636:Gale Group Newsletter DB(TM)

(c) 2005 The Gale Group. All rts. reserv.

04070235 Supplier Number: 53561190 (USE FORMAT 7 FOR FULLTEXT)

**FUJITSU PC CORPORATION: Fujitsu PC announces price cuts on Select LifeBook E Series notebooks.**

M2 Presswire, pNA

Jan 12, 1999

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 779

(USE FORMAT 7 FOR FULLTEXT)

TEXT:

...of \$37.7 billion in the fiscal year ending March 31,1998. FPC delivers

high- **performance** mobile computing solutions for the North American market. FPC introduced the **award** -winning LifeBook Family of notebook computers in 1996 and has since become the ninth4 largest...

21/3,K/115 (Item 2 from file: 636)

DIALOG(R)File 636:Gale Group Newsletter DB(TM)  
(c) 2005 The Gale Group. All rts. reserv.

04060126 Supplier Number: 54095675 (USE FORMAT 7 FOR FULLTEXT)  
-BT: Sheryl Gascoigne and Anna Walker bring a touch of glamour to BT  
Swimathon '99.

M2 Presswire, pNA  
Nov 27, 1998  
Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 1289

(USE FORMAT 7 FOR FULLTEXT)

TEXT:  
...colleagues from UK businesses everywhere can compete for the coveted BT Swimathon Corporate Challenge Trophies **awarded** for speed of **performance** and fundraising success. Simply Swim -- Individuals go along to ANY swimming pool during the Month...

21/3,K/116 (Item 3 from file: 636)

DIALOG(R)File 636:Gale Group Newsletter DB(TM)  
(c) 2005 The Gale Group. All rts. reserv.

03232420 Supplier Number: 46628350 (USE FORMAT 7 FOR FULLTEXT)  
**CABINET OFFICE: Improving the effectiveness of NDPBs**  
M2 Presswire, pN/A  
August 14, 1996  
Language: English Record Type: Fulltext  
Document Type: Newswire; Trade  
Word Count: 640

... objectives and monitoring outcomes, it also found that some NDPBs have poorly defined objectives and **set themselves performance targets** which give them little **incentive** to become more efficient.  
The report contains advice, based on case studies and surveys, on...

21/3,K/117 (Item 1 from file: 635)

DIALOG(R)File 635:Business Dateline(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

1085266 00-55845  
**Flex boss Dentist has key to loyal employees**  
Baker, Sandra  
Fort Worth Star-Telegram (Ft Worth, TX, US) p17  
PUBL DATE: 990705  
WORD COUNT: 651  
DATELINE: Arlington, TX, US, Southwest

TEXT:

...the restaurant; he offers a 401(k) program - almost unheard of for such a small **staff** ; an **employee** is **selected** by the **staff** each month

to receive a restaurant gift certificate as employee of the month; and when goals are met , he give bonuses .

Dental assistant Kathy Pannell, who worked as a temporary employee for a few months before...

21/3,K/118 (Item 2 from file: 635)  
DIALOG(R)File 635:Business Dateline(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

0640628 95-97177  
**Companies try new perks to keep stressed workers happy**  
Johnson, Ken  
Lawrence Eagle-Tribune (North Andover, MA, US) sA p1  
PUBL DATE: 950926  
WORD COUNT: 1,240  
DATELINE: Lawrence, MA, US, New England

TEXT:

...company fails), you won't have anything to worry about will you?"

New methods of compensation are another way to make hard work pay off for employees. Some companies offer a salary plus a bonus for meeting certain job goals .

"A lot of corporations are revisiting how they pay," said Shawmut Bank economist Nicholas Perna. "Increasingly you're finding pay for performance. That may provide a further incentive for people. If you do find there is a return for working harder, then that's your choice ."

That allows one worker to put in 60-hour weeks to meet the target and earn the bonus while another who is satisfied with salary alone can work 40-hour weeks.

Some companies...

21/3,K/119 (Item 3 from file: 635)  
DIALOG(R)File 635:Business Dateline(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

0392311 93-43641  
**A decade later, LensCrafters sales give skeptics an eyeful**  
Diamond, Michael  
Cincinnati Business Courier (Cincinnati, OH, US), V9 N52 s1 p6  
PUBL DATE: 930503  
WORD COUNT: 543  
DATELINE: Cincinnati, OH, US

TEXT:

...for creating enthusiastically satisfied customers," Browné said.

Rick Pender, a LensCrafters spokesman, said that employee compensation is tied to store performance. Based on the results of surveys sent to selected LensCrafters customers , the company establishes a benchmark for store performance. If they meet or surpass that goal , they receive a bonus .

David Fox, a LensCrafters senior vice president, said well-motivated employees bring repeat customers, who...

21/3,K/120 (Item 4 from file: 635)  
DIALOG(R)File 635:Business Dateline(R)  
(c) 2005 ProQuest Info&Learning. All rts. reserv.

0108004 89-31902

**Where They Treat You Right**

Willson, Elizabeth; Selz, Michael

Florida Trend (St Petersburg, FL, US), V32 N5 s1 p48

PUBL DATE: 890900

WORD COUNT: 5,903

DATELINE: FL, US

TEXT:

...less influence over companywide returns and profits, up to 60% of the value of a **bonus** depends on individual **performance**. Such achievement is linked to the accomplishment of personal objectives determined at the beginning of the year. Among the **goals** operating managers might **set for themselves**: repairing broken trucks faster; reducing damage to cars transported by the auto carrier division; and...  
?



Set	Items	Description
S1	1790338	SELECT? OR CHOOS? OR CHOSE? OR CHOICE? OR PRESELECT?
S2	253290	REWARD? OR INCENTIVE? OR GIFT? OR COMPENSAT? OR AWARD? OR - BONUS?
S3	580710	PERFORMANCE? ?
S4	1162726	GOAL? ? OR TARGET? ? OR LEVEL? ?
S5	2529203	CONSUMER? OR USER? OR BUYER? OR PARTICIPANT? OR CUSTOMER? - OR CLIENT? OR SUBSCRIBER? OR MEMBER? ? OR INDIVIDUAL? OR PERS- ON? ?
S6	57564	HIREE? ? OR STUDENT? ? OR EMPLOYEE? ? OR WORKER? ? OR STAFF
S7	32965	S1(5N)S4
S8	213	S7(15N)S2
S9	14	S8(15N)S5
S10	0	S8(15N)S6
S11	1	S8 AND S6
S12	4347	S3(5N)S4
S13	59	S12(20N)S2
S14	33576	S4(3N)(MET OR MEET? OR REACH? OR ATTAIN?)
S15	743	S14 AND S2
S16	38	S15(15N)S5
S17	4	S15 AND S6
S18	106	S16 OR S17 OR S9 OR S11 OR S13
S19	33	S18 AND IC=G06F-017/60
S20	49	S18 AND IC=G06F?

? show file

File 347:JAPIO Nov 1976-2005/Jun(Updated 051004)

(c) 2005 JPO & JAPIO

File 350:Derwent WPIX 1963-2005/UD,UM &UP=200568

(c) 2005 Thomson Derwent

20/5/1 (Item 1 from file: 347)  
DIALOG(R)File 347:JAPIO  
(c) 2005 JPO & JAPIO. All rts. reserv.

07836778 \*\*Image available\*\*  
METHOD FOR PROVIDING PAY INFORMATION

PUB. NO.: 2003-331192 [JP 2003331192 A]  
PUBLISHED: November 21, 2003 (20031121)  
INVENTOR(s): SATAKE YUUKI  
ARIOKA SHINICHI  
APPLICANT(s): SANSHIN DENKI KK  
APPL. NO.: 2002-134618 [JP 2002134618]  
FILED: May 09, 2002 (20020509)  
INTL CLASS: G06F-017/60

#### ABSTRACT

PROBLEM TO BE SOLVED: To maintain a client's incentive high to purchase pay information.

SOLUTION: Free information at a first level belonging to selected specifications is provided in response to a selection request from a client computer 21, the existence of pay information accompanying the free information is guided, and the pay information at a plurality of levels is sequentially provided while charging for the pay information for each of the plurality of levels. The client can confirm the pay information at each level and then determine whether to purchase the pay information at the next level.

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20/5/2 (Item 2 from file: 347)  
DIALOG(R)File 347:JAPIO  
(c) 2005 JPO & JAPIO. All rts. reserv.

07686020 \*\*Image available\*\*  
CONTENTS DISTRIBUTION COMPENSATION METHOD, SERVER TERMINAL, CLIENT  
TERMINAL, RIGHT MANAGEMENT DEVICE, AND PROGRAM

PUB. NO.: 2003-179898 [JP 2003179898 A]  
PUBLISHED: June 27, 2003 (20030627)  
INVENTOR(s): OKASHIRO SUMITAKA  
HOSOMI ITARU  
APPLICANT(s): NEC CORP  
APPL. NO.: 2001-378535 [JP 2001378535]  
FILED: December 12, 2001 (20011212)  
INTL CLASS: H04N-007/16; G06F-013/00

#### ABSTRACT

PROBLEM TO BE SOLVED: To provide a contents distribution compensation method that can serve a compensation service depending on contents reproduction quality actually viewed by a contents user to the user.

SOLUTION: A contents reproduction means 11 of a client terminal 1 reproduces streaming contents distributed from a server 2. A compensation data management means 12 collects and stores information with respect to the reproduction quality. A compensation service determining means 63

references a compensation service database to discriminate the necessity of the compensation service. In the case that the compensation service is required because the reproduction quality reaches no prescribed level, a ticket server 61 transmits a compensation ticket to the client terminal 1. The client terminal 1 uses the compensation ticket to receive distribution of the compensation contents from the contents distribution server 2 and to view and hear the contents. The compensation contents are created as download type contents produced from original contents.

COPYRIGHT: (C)2003,JPO

20/5/3 (Item 3 from file: 347)  
DIALOG(R)File 347:JAPIO  
(c) 2005 JPO & JAPIO. All rts. reserv.

07361842 \*\*Image available\*\*  
MEDIATING DEVICE FOR EVENT, CLIENT DEVICE AND METHOD, AND RECORDING MEDIUM

PUB. NO.: 2002-230339 [JP 2002230339 A]  
PUBLISHED: August 16, 2002 (20020816)  
INVENTOR(s): YAMAUCHI AKIRA  
APPLICANT(s): YAMAHA CORP  
APPL. NO.: 2001-029338 [JP 200129338]  
FILED: February 06, 2001 (20010206)  
INTL CLASS: G06F-017/60

#### ABSTRACT

PROBLEM TO BE SOLVED: To intermediate between a group (audience group) who desires to listen to a consolatory musical performance and a group (playing group) who plays the consolatory musical performance.

SOLUTION: A computer 2 of an intermediary server, a computer 3 of the audience group side, and a computer 4 of the playing group side are connected by the Internet 1. The audience group side sets and registers on the intermediary server respective items of a 'music genre', a 'musical performance scale', a 'musical performance space', 'musical performance sound volume', 'stillness of a musical performance hall', 'the number of people of an audience', 'provided musical instruments', 'musical performance level', a 'date', an 'area', and a 'reward'. The playing group side sets conditions corresponding to the respective items and registers them on the intermediary server. The intermediary server decides by comparison whether the conditions are met and mutually presents information on groups meeting the contents to the opposite groups. Agreements, etc., between the both are processed through the intermediary server.

COPYRIGHT: (C)2002,JPO

20/5/4 (Item 4 from file: 347)  
DIALOG(R)File 347:JAPIO  
(c) 2005 JPO & JAPIO. All rts. reserv.

07001713 \*\*Image available\*\*  
BONUS AMOUNT DECIDING DEVICE, WAGE AMOUNT DECIDING DEVICE AND  
COMPUTER-READABLE RECORDING MEDIUM

PUB. NO.: 2001-229326 [JP 2001229326 A]  
PUBLISHED: August 24, 2001 (20010824)  
INVENTOR(s): KAMAMOTO KATSUHIRO  
APPLICANT(s): SK CONSULTING KK  
APPL. NO.: 2000-039840 [JP 200039840]  
FILED: February 17, 2000 (20000217)  
INTL CLASS: G06F-019/00 ; G06F-017/60

#### ABSTRACT

PROBLEM TO BE SOLVED: To provide a **bonus** amount deciding device and a wage amount deciding device capable of easily deciding a **bonus** amount and a wage amount based on the results of a company and an **individual employee**.

SOLUTION: The **bonus** deciding device decides the **bonus** amount of the **employee** from a total evaluation score for evaluating the result attaining degree of the **employee**, the **bonus** calculation wage of the **employee**, a **bonus** financial fund, the ratio of an equally paying part to a part to be paid for **individual** contribution in the **bonus** financial fund, etc., and the device is provided with a result attainment evaluation sheet preparing device for preparing a result attainment evaluation sheet. The wage amount deciding device decides the new elevating and lowering of job class and number of the **employee** from the total evaluation score concerning the **target** attaining power, ability and emotion/will of the **employee** to decide the new wage amount of the **employee** and the device is provided with a personnel review sheet for preparing a personnel review sheet.

COPYRIGHT: (C)2001,JPO

20/5/5 (Item 1 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
(c) 2005 Thomson Derwent. All rts. reserv.

017293593 \*\*Image available\*\*  
WPI Acc No: 2005-617222/200563  
XRPX Acc No: N05-506615

Incentive providing method for user using e.g. credit card account, involves monitoring transactions over preset period, and determining whether monitored transactions meet preset condition based on which incentive is applied

Patent Assignee: CAPITAL ONE FINANCIAL CORP (CAPI-N)

Inventor: MODI M

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20050192862	A1	20050901	US 2004787208	A	20040227	200563 B

Priority Applications (No Type Date): US 2004787208 A 20040227

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 20050192862	A1	15	G06F-017/60		

Abstract (Basic): US 20050192862 A1

NOVELTY - The method involves monitoring transactions using financial accounts over a predetermined transaction monitoring period. A determination of whether the monitored transactions meet a predetermined condition, is made. The determination involves finding if

the transactions includes purchase amounts related with one account that meet the forecast goal. An incentive is applied to the account based on the condition.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for the following:

(A) a system for providing incentives for a financial account  
(B) a computer-readable medium including instructions for providing incentives for a financial account.

USE - Used for providing an incentive to a user utilizing a financial account e.g. credit card account.

ADVANTAGE - The method motivates a consumer to use the account over a third party financial account when purchasing goods and/or services.

DESCRIPTION OF DRAWING(S) - The drawing shows a flowchart of an incentive transaction process.

pp; 15 DwgNo 2/4

Title Terms: METHOD; USER; CREDIT; CARD; ACCOUNT; MONITOR; TRANSACTION; PRESET; PERIOD; DETERMINE; MONITOR; TRANSACTION; PRESET; CONDITION; BASED; APPLY

Derwent Class: T01; T05

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/6 (Item 2 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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017229639 \*\*Image available\*\*

WPI Acc No: 2005-553261/200556

XRPX Acc No: N05-453496

Online job compensation survey method involves generating graphical figure representing recommended merit list based on performance level, monthly salary, and carrying out qualitative analysis of selected field

Patent Assignee: RIMSKY T M (RIMS-I)

Inventor: RIMSKY T M

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20050165634	A1	20050728	US 2004765537	A	20040127	200556 B

Priority Applications (No Type Date): US 2004765537 A 20040127

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

US 20050165634 A1 23 G06F-017/60

Abstract (Basic): US 20050165634 A1

NOVELTY - An employment category related to e.g. service field, manufacture field, etc., is selected, based on which interpolation or extrapolation is performed to select group consisting of sales, number of employees, etc. A graphical figure representing the recommended merit increase is generated based on performance level, monthly salary, etc., and qualitative analysis of selected field is performed and displayed.

USE - For survey of job compensation in fields e.g. service, manufacture, pharmaceutical, free zone, commercial, insurance and banking, using computer network.

ADVANTAGE - Effectively disseminates information to human resource, compensation and benefit manager. Allows the user to quickly and efficiently analyze human resource information in a dynamically changing environment. Enables to show a summary of the company's position with respect to the market. Also gives quickly the overall

picture of the company position with respect to the market.

DESCRIPTION OF DRAWING(S) - The figure shows an option page of the business-to-business compensation survey system.

options page (300)

options (310,312,314,316)

table (319)

pp; 23 DwgNo 2/13

Title Terms: JOB; COMPENSATE; SURVEYING; METHOD; GENERATE; GRAPHICAL;  
FIGURE; REPRESENT; RECOMMENDED; MERIT; LIST; BASED; PERFORMANCE; LEVEL;  
MONTH; SALARY; CARRY; QUALITATIVE; ANALYSE; SELECT; FIELD

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/7 (Item 3 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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016521589 \*\*Image available\*\*

WPI Acc No: 2004-679975/200467

XRPX Acc No: N04-539009

Method for computer-based management of target agreements for staff management, involves importing performance target value and determining degree of achievement of performance target value at the end of specified time span

Patent Assignee: SAP AG (SAPS-N)

Inventor: IHLE M; KOLLER W; SCHONECKER M; WESTENDORF F; WIESNER L;  
SCHOENECKER M

Number of Countries: 104 Number of Patents: 004

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
EP 1462973	A1	20040929	EP 20046170	A	20040316	200467 B
US 20040193486	A1	20040930	US 2003642151	A	20030818	200467
WO 200486265	A2	20041007	WO 2003EP3044	A	20030324	200467
AU 2003223981	A1	20041018	AU 2003223981	A	20030324	200504
			WO 2003EP3044	A	20030324	

Priority Applications (No Type Date): WO 2003EP3044 A 20030324

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

EP 1462973 A1 E 12 G06F-017/60

Designated States (Regional): AL AT BE BG CH CY CZ DE DK EE ES FI FR GB  
GR HU IE IT LI LT LU LV MC MK NL PL PT RO SE SI SK TR

US 20040193486 A1 G06F-017/60

WO 200486265 A2 E G06F-017/60

Designated States (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA  
CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN  
IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NI NO  
NZ OM PH PL PT RO RU SC SD SE SG SK SL TJ TM TN TR TT TZ UA UG UZ VC VN  
YU ZA ZM ZW

Designated States (Regional): AT BE BG CH CY CZ DE DK EA EE ES FI FR GB  
GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT RO SD SE SI SK SL SZ TR TZ  
UG ZM ZW

AU 2003223981 A1 G06F-017/60 Based on patent WO 200486265

Abstract (Basic): EP 1462973 A1

NOVELTY - The performance target values for target agreements (72) made with several parties, are imported by target agreement computer from a management computer. During starting of predetermined time span, a target agreement is defined. Degree of achievement of performance

target value is determined at the end of time span using assessment scale, based on which incentive payment is calculated and distributed.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for the following:

- (1) target agreement computer system;
- (2) computer program product for computer-implemented management of target agreements;
- (3) computer program for computer-implemented management of target agreements; and
- (4) computer readable medium storing computer-implemented management of target agreements.

USE - For management of target agreements made for staff management and for consultation, promotion or annual interview related to business application. Also applicable for agreements between client and contractor.

ADVANTAGE - Allows timely accurate collection and processing of relevant data in a complex target agreement environment that results in precise and fast commission and bonus payments. Also, allows for back-analysis the history of achievements, interim simulations and forecast extrapolation of current status, thereby leading to an improved motivation of staffs. Adapts changes in calculation rules that occur often and rapidly when changes are made in an organizational structure due to changing business conditions. Thus, incentives and commissions can be better processed in a modern enterprise which has to adjust to market requirements at a heightened pace.

DESCRIPTION OF DRAWING(S) - The figure shows a block diagram of the target agreement system.

incentive and commission management system (22)  
standard agreement (24)  
commission agreement (28)  
management by objective system (50)  
target agreements (72)  
pp; 12 DwgNo 3/4

Title Terms: METHOD; COMPUTER; BASED; MANAGEMENT; TARGET; STAFF; MANAGEMENT  
; PERFORMANCE; TARGET; VALUE; DETERMINE; DEGREE; ACHIEVE; PERFORMANCE;  
TARGET; VALUE; END; SPECIFIED; TIME; SPAN

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/8 (Item 4 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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016502243 \*\*Image available\*\*

WPI Acc No: 2004-660527/200464

XRPX Acc No: N04-522902

**Instructor performance evaluation method in online educational institution, involves deciding compliance of quantitative evaluation factor of instructor response time with qualifying threshold**

Patent Assignee: UNEXT.COM LLC (UNEX-N)

Inventor: WOODSON S

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6789047	B1	20040907	US 2001836836	A	20010417	200464 B

Priority Applications (No Type Date): US 2001836836 A 20010417

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes  
US 6789047 B1 14 G06F-017/30

Abstract (Basic): US 6789047 B1

NOVELTY - The quantitative evaluation factor of the instructor response time is determined based on the stored quantitative performance data on the instructor and **students** participating in the electronic course. The compliance of the determined factor with a qualifying threshold is decided for qualifying the instructor to receive performance-based component of the pay.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for a system for evaluating performance of instructor of electronic course.

USE - For evaluating performance of instructor of electronic course provided as textual, audio, audio-visual or multimedia presentations to **students** in on-line educational institution.

ADVANTAGE - Evaluates instructor's performance efficiently and enables the on-line educational institution to **meet** its financial goals and **student** retention rates by being able to financially **reward** instructors generating interest in the course.

DESCRIPTION OF DRAWING(S) - DESCRIPTION OF DRAWING - The figure shows a block diagram of the instructor performance evaluating system.  
pp; 14 DwgNo 1/3

Title Terms: INSTRUCTION; PERFORMANCE; EVALUATE; METHOD; EDUCATION;  
INSTITUTION; DECIDE; COMPLIANT; QUANTITATIVE; EVALUATE; FACTOR;  
INSTRUCTION; RESPOND; TIME; QUALIFY; THRESHOLD

Derwent Class: P85; T01; W04

International Patent Class (Main): G06F-017/30

International Patent Class (Additional): G09B-003/00; G09B-023/00

File Segment: EPI; EngPI

20/5/9 (Item 5 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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016476228 \*\*Image available\*\*

WPI Acc No: 2004-634171/200461

XPX Acc No: N04-501329

**Business-related ideas rating method for idea management system, involves weighting grades of ideas based on weight representing characteristic of corresponding user, and determining grade of idea based on weighted grades**

Patent Assignee: SATSUTA E (SATS-I); TSYGANSKIY I (TSYG-I); SAP AG (SAPS-N)

Inventor: SATSUTA E; TSYGANSKIY I

Number of Countries: 108 Number of Patents: 002

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20040162751	A1	20040819	US 2003367115	A	20030213	200461 B
WO 200475089	A2	20040902	WO 2004US4119	A	20040213	200461

Priority Applications (No Type Date): US 2003367115 A 20030213

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

US 20040162751 A1 17 G06F-017/60

WO 200475089 A2 E G06F-017/60

Designated States (National): AE AG AL AM AT AU AZ BA BB BG BR BW BY BZ  
CA CH CN CO CR CU CZ DE DK DM DZ EC EE EG ES FI GB GD GE GH GM HR HU ID  
IL IN IS JP KE KG KP KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ  
NA NI NO NZ OM PG PH PL PT RO RU SC SD SE SG SK SL SY TJ TM TN TR TT TZ  
UA UG US UZ VC VN YU ZA ZM ZW



Designated States (Regional): AT BE BG BW CH CY CZ DE DK EA EE ES FI FR  
GB GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT RO SD SE SI SK SL SZ TR  
TZ UG ZM ZW

Abstract (Basic): US 20040162751 A1

NOVELTY - The method involves circulating an idea to users in an organization, and receiving an opinion of the idea from the users in the organization. Grades of the ideas are weighted based on a weight representing a characteristic of the corresponding user. A grade of the idea is determined based on the weighted grades. The users who attain a pre-determined level of experience are rewarded.

DETAILED DESCRIPTION - The idea represents a proposed solution to a need or problem of the organization. An INDEPENDENT CLAIM is also included for a computer program product tangibly stored on a computer-readable medium for rating ideas in an idea management system.

USE - Used for rating ideas related with business in an idea management system.

ADVANTAGE - The method provides self-balanced rating of the ideas, thus allowing accurate valuation of an organization's intangible assets and automatically performing re-valuation of a rating of an idea. The method assists in accurately identifying an organization's valuable human capital. The method decreases the bottom line costs of intellect intensive operation and process of rating ideas related with business, thus improving business performance for rapid innovation and reduced expense and enhancing the performance of the organization. The method preserves the highly rated ideas in the idea management system for reuse.

DESCRIPTION OF DRAWING(S) - The drawing shows a flow chart of a method for rating an idea.

pp; 17 DwgNo 1/8

Title Terms: BUSINESS; RELATED; RATING; METHOD; MANAGEMENT; SYSTEM; WEIGHT; GRADE; BASED; WEIGHT; REPRESENT; CHARACTERISTIC; CORRESPOND; USER; DETERMINE; GRADE; BASED; WEIGHT; GRADE

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/10 (Item 6 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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016302939 \*\*Image available\*\*

WPI Acc No: 2004-460834/200443

XRPX Acc No: N04-364940

Variable compensation information providing method for use in call center, involves displaying change in amount of variable compensation to agent based on change in agents performance level

Patent Assignee: INTUIT INC (INTU-N); SQUIRE R B (SQUI-I); STARNES S R (STAR-I)

Inventor: SQUIRE R B; STARNES S R

Number of Countries: 107 Number of Patents: 003

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200449118	A2	20040610	WO 2003US37260	A	20031120	200443 B
US 20040210475	A1	20041021	US 2002429369	P	20021125	200470
			US 2003714496	A	20031114	
AU 2003294426	A1	20040618	AU 2003294426	A	20031120	200471

Priority Applications (No Type Date): US 2002429369 P 20021125; US 2003714496 A 20031114

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

WO 200449118 A2 E 26 G06F-000/00

Designated States (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA  
CH CN CO CR CU CZ DE DK DM DZ EC EE EG ES FI GB GD GE GH GM HR HU ID IL  
IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NI  
NO NZ OM PG PH PL PT RO RU SC SD SE SG SK SL SY TJ TM TN TR TT TZ UA UG  
UZ VC VN YU ZA ZM ZW

Designated States (Regional): AT BE BG BW CH CY CZ DE DK EA EE ES FI FR  
GB GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT RO SD SE SI SK SL SZ TR  
TZ UG ZM ZW

US 20040210475 A1 G06F-017/60 Provisional application US 2002429369

AU 2003294426 A1 G06F-000/00 Based on patent WO 200449118

Abstract (Basic): WO 200449118 A2

NOVELTY - The method involves displaying a current amount of variable **compensation** for an agent based on the agents current **performance level** in handling customer inquiries. A graphical user interface adapted to allow the agent to interactively change the agents **performance level** is displayed to the agent. Change in the **compensation** amount is displayed to the agent based on the change in the agents **performance level**.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for the following:

(1) a computer implemented user interface for providing variable compensation information to customer service agents; and

(2) a computer implemented system for determining variable compensation for call center agents.

USE - Used for providing a variable compensation information to a customer service agent in a call center.

ADVANTAGE - The method displays change in the variable **compensation** amount to the agent based on the change in the agents **performance level**, thereby allowing agents to monitor their performance in handling customer calls in real time and accordingly improve their performance, while presenting reward to employees for their superior service.

DESCRIPTION OF DRAWING(S) - The drawing shows a block diagram illustrating a data system for collecting and processing the data used in the variable compensation system prior to the data being presented to an agent.

Data system (200)

Agent workstation (202)

Cell management system (CMS) (205)

Call database (210)

Customer feedback system (222)

pp; 26 DwgNo 1/2

Title Terms: VARIABLE; COMPENSATE; INFORMATION; METHOD; CALL; DISPLAY;  
CHANGE; AMOUNT; VARIABLE; COMPENSATE; AGENT; BASED; CHANGE; AGENT;  
PERFORMANCE; LEVEL

Derwent Class: T01; W01

International Patent Class (Main): G06F-000/00 ; G06F-017/60

File Segment: EPI

20/5/11 (Item 7 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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016282522 \*\*Image available\*\*

WPI Acc No: 2004-440417/200441

XRPX Acc No: N04-348488

**Competitive partners determining method for sporting event e.g. football, involves selecting participant based on related ranking, allowing participant to select other participant and removing participants from consideration**

Patent Assignee: HASDAY M J (HASD-I)

Inventor: HASDAY M J

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20040111170	A1	20040610	US 2002431596	P	20021206	200441 B
			US 2003634053	A	20030804	

Priority Applications (No Type Date): US 2002431596 P 20021206; US

2003634053 A 20030804

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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US 20040111170	A1	14	G06F-155/00	Provisional application US 2002431596
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Abstract (Basic): US 20040111170 A1

NOVELTY - The method involves selecting a participant based on an associated ranking. The selected participant is allowed to select other participants. The selected participant and other selected participant are removed from further consideration for a selected round. The participants are organized into two groups, where the participants in one group are associated with the ranking.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for a system for determining competitive partners from among participants in a selected one of rounds in competitive events.

USE - Used for determining partners (claimed) among participants in sporting event e.g. football, baseball, basketball, soccer, rowing and shooting.

ADVANTAGE - The method provides **incentives** to participants that achieve high **levels** of **performance** during the regular season. The method increases interest by stirring debate among the media, fans, players and team organization about which playoff team match up best and worst with the top seeds.

DESCRIPTION OF DRAWING(S) - The drawing shows a system for selecting competitive partners.

Source (401)

Processor (403)

Memory (404)

Television (425)

Monitor (430)

pp; 14 DwgNo 4/5

Title Terms: COMPETE; PARTNER; DETERMINE; METHOD; SPORTS; EVENT; FOOTBALL; SELECT; PARTICIPATING; BASED; RELATED; RANK; ALLOW; PARTICIPATING; SELECT ; PARTICIPATING; REMOVE; PARTICIPATING

Derwent Class: T01

International Patent Class (Main): G06F-155/00

File Segment: EPI

20/5/12 (Item 8 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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016146358 \*\*Image available\*\*

WPI Acc No: 2004-304234/200428

Related WPI Acc No: 2002-147810; 2002-547558; 2003-585614; 2003-662103; 2004-180991; 2004-293353; 2004-364358; 2004-506184; 2004-526259;

2004-526261; 2004-526262; 2004-526263; 2004-526280; 2004-562415;  
2004-562420; 2004-604871; 2004-604873; 2004-626446; 2004-653898;  
2004-653913; 2005-296636; 2005-296651; 2005-296659; 2005-394086;  
2005-403622

XRPX Acc No: N04-242276

Computerized choice guidance system e.g. for career choice, provides immediate feedback about results of user choices while considering user's level of importance to choices and coreness of aspects for potential choice targets

Patent Assignee: GATI I (GATI-I); MAYER Y (MAYE-I)

Inventor: GATI I; MAYER Y

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20040058302	A1	20040325	US 2000214003	P	20000626	200428 B
			WO 2001IL572	A	20010624	
			US 2002359554	P	20020219	
			US 200286216	A	20020220	
			US 2002370631	P	20020402	
			US 2002376235	P	20020424	
			US 2002328088	A	20021220	
			US 2003421876	A	20030424	

Priority Applications (No Type Date): IL 149320 A 20020424; IL 136945 A 20000622

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 20040058302	A1		24	G06F-017/60	Provisional application US 2000214003

CIP of application WO 2001IL572  
Provisional application US 2002359554  
CIP of application US 200286216  
Provisional application US 2002370631  
Provisional application US 2002376235  
CIP of application US 2002328088

Abstract (Basic): US 20040058302 A1

NOVELTY - The system provides immediate feedback about the results of user choices at intermediary stages, even when using a compensatory method, while considering user's level of importance to the choices and coreness of the aspects for the potential choice targets.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for computerized choice guidance method.

USE - For providing guidance during choosing university or college, buying or renting car, apartment or house. vocation

ADVANTAGE - The system provides choice guidance to user without any judgment errors, by considering user's level of importance to the choices and coreness of the aspects for the potential choice targets.

DESCRIPTION OF DRAWING(S) - The figure shows a detailed analysis of selection of career/vocation choices.

pp; 24 DwgNo 4/4

Title Terms: COMPUTER; CHOICE; GUIDE; SYSTEM; CHOICE; IMMEDIATE; FEEDBACK; RESULT; USER; CHOICE; USER; LEVEL; IMPORTANT; CHOICE; ASPECT; POTENTIAL; CHOICE; TARGET

Derwent Class: P85; T01; T05; W04

International Patent Class (Main): G06F-017/60

International Patent Class (Additional): G09B-019/00

File Segment: EPI; EngPI

20/5/13 (Item 9 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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016134685 \*\*Image available\*\*  
WPI Acc No: 2004-292561/200427  
XRPX Acc No: N04-232176

Network membership system with multiple identities - allowing the member to be customer, employee, stockholder and leaguer  
Patent Assignee: NET-CHINESE INC (NETC-N)  
Inventor: LIOU S  
Number of Countries: 001 Number of Patents: 001  
Patent Family:  
Patent No Kind Date Applicat No Kind Date Week  
TW 554272 A 20030921 TW 2000115827 A 20000807 200427 B

Priority Applications (No Type Date): TW 2000115827 A 20000807

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes  
TW 554272 A G06F-013/38

Abstract (Basic): TW 554272 A

NOVELTY - The present invention relates to a network membership system with multiple identities, in which non-specific network users register as members. In the membership system, it is able to perform electronic commerce of C2C, C2B, B2C and B2B modes, and accumulate the level of member. When reaching a specific member level, he/she can share stocks and bonus, or obtain establishment fund provided by the system to establish a corporation. The newly established corporation also can be a leaguer of the member system, thereby forming a network commercial park. With the member system, the member has multiple identities including customer, employee, stockholder and leaguer, so as to create a member system with high centrality, high accuracy and high interaction.

DwgNo 1/1

Title Terms: NETWORK; MEMBER; SYSTEM; MULTIPLE; IDENTIFY; ALLOW; MEMBER; CUSTOMER; EMPLOY

Derwent Class: T01

International Patent Class (Main): G06F-013/38

File Segment: EPI

20/5/14 (Item 10 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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016083768 \*\*Image available\*\*  
WPI Acc No: 2004-241643/200423  
XRPX Acc No: N04-191712

Marketing scheme operation method for Internet marketing, awards prizes to registered website users and user contacts if responses from contacts as result of e-mail advertising distributed by user reaches specified target

Patent Assignee: WINNINGNOTE LTD (WINN-N)

Inventor: HAYHOW K A; HAYHOW K

Number of Countries: 002 Number of Patents: 002

Patent Family:

Patent No Kind Date Applicat No Kind Date Week  
GB 2393003 A 20040317 GB 200320121 A 20030828 200423 B  
US 20040111318 A1 20040610 US 2003650318 A 20030828 200438

Priority Applications (No Type Date): GB 200220163 A 20020830

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

GB 2393003 A 47 G06F-017/60

US 20040111318 A1 G06F-017/60

Abstract (Basic): GB 2393003 A

NOVELTY - An advertiser registers with the marketing scheme website. A user visits (10) the website, selects (22) a desired prize, registers (24) with the scheme and is issued (28) with an advertisement note. The user attaches the note to e-mails for distribution (30) to **user** contacts, who may respond (46) by visiting the website. If the number of responses **reaches a target**, prizes are **awarded** (62) to the **user** and contacts.

DETAILED DESCRIPTION - The prizes are supplied by the advertiser.

An INDEPENDENT CLAIM is also included for a system for implementing a marketing scheme.

USE - For Internet-based promotional advertising or marketing.

ADVANTAGE - Potential exponential increase in the number of **persons** exposed to advertisements. **Participants** are **rewarded** for successful responses to advertisements.

DESCRIPTION OF DRAWING(S) - The drawing shows a flowchart of the processes occurring in the Internet marketing scheme.

visit website (10)

select prize (22)

registration (24)

issue note (28)

send note in e-mail (30)

response (46)

prize notification (62)

pp; 47 DwgNo 1/6

Title Terms: MARKET; SCHEME; OPERATE; METHOD; MARKET; AWARD; PRIZE;

REGISTER; USER; USER; CONTACT; RESPOND; CONTACT; RESULT; MAIL; ADVERTISE;

DISTRIBUTE; USER; REACH; SPECIFIED; TARGET

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/15 (Item 11 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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015571453 \*\*Image available\*\*

WPI Acc No: 2003-633610/200360

**Method for compensating member mileage in electronic commerce server using internet**

Patent Assignee: LG ELECTRONICS INC (GLDS )

Inventor: KO J S

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
KR 2003039802	A	20030522	KR 200170859	A	20011114	200360 B

Priority Applications (No Type Date): KR 200170859 A 20011114

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

KR 2003039802 A 1 G06F-017/60

Abstract (Basic): KR 2003039802 A

NOVELTY - A method for **compensating a member** mileage in an electronic commerce server using the Internet is provided to form a continuous member increasing cycle on an Internet space for an electronic commerce, supply a continuous purchase opportunity for members, and to supply an additional service and information.

DETAILED DESCRIPTION - A user connects to a server(100) connected to the Internet through a communication terminal(300) (S301). The server(100) supplies a homepage including a banner advertisement, a notice board, and shopping mall information to the communication terminal(300) (S302). The user registers one's information(S303). The server(100) executes a member registration procedure in a database(150) (S305) and supplies a grade character, a joining mileage, an interesting notice board, and a shopping mall to the communication terminal(300) (S306). The user(member) connects to the server(100) continuously and executes a notice board monitoring(S307). If mileage points obtained by an activity of the member are reached to predetermined amount, the server(100) increases a grade of the member, stores the increased grade in the database(S308,S309), and supplies different contents, shopping mall, and a grade character to the communication terminal(300) (S310). If mileage points of the **member** are **reached** to a predetermined **level** through continuous notice board activity(S311), the server(100) adjusts the grade of the **member** as a special grade(S312) and supplies a restricted notice board managing right for the member(S313). The member supplies information obtained by considering opinions on the notice board to the server(100) (S314). The server(100) checks the information(S315), stores the information in the database(150) for using the information as data of a business strategy(S316), and informs an information utilization result to the communication terminal(300) (S317).

pp; 1 DwgNo 1/10

Title Terms: METHOD; COMPENSATE; MEMBER; MILE; ELECTRONIC; SERVE

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/16 (Item 12 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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015515579 \*\*Image available\*\*

WPI Acc No: 2003-577726/200354

XRFX Acc No: N03-459167

**Parameter driven employee transfer optimization system for generating optimal solution to employee transfer requests has processor which generates and solves mixed integer programming model to generate awards to employees**

Patent Assignee: CALEB TECHNOLOGIES CORP (CALE-N)

Inventor: ARGUELLO M F; LUONG N; TRA N L

Number of Countries: 102 Number of Patents: 003

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200360669	A2	20030724	WO 2003US862	A	20030110	200354 B
US 20030139961	A1	20030724	US 200245806	A	20020110	200358
AU 2003235597	A1	20030730	AU 2003235597	A	20030110	200421

Priority Applications (No Type Date): US 200245806 A 20020110

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
WO 200360669	A2	E	117	G06F-000/00	

Designated States (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA  
CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN  
IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ  
OM PH PL PT RO RU SC SD SE SG SK SL TJ TM TN TR TT TZ UA UG US UZ VC VN  
YU ZA ZM ZW

Designated States (Regional): AT BE BG CH CY CZ DE DK EA EE ES FI FR GB  
GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT SD SE SI SK SL SZ TR TZ UG  
ZM ZW

US 20030139961 A1 G06F-017/60  
AU 2003235597 A1 G06F-000/00 Based on patent WO 200360669

Abstract (Basic): WO 200360669 A2

NOVELTY - The system includes an optimization processor (6) which generates a mixed integer programming model with decision variables and constraints, and solves the model to generate awards to employees including transfer requests, leave requests, new hire location assignments, and last half period new hire location assignments.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for a method for generating in near real time an optimal solution in response to employee transfer requests and leave requests for an entire enterprise.

USE - Used for generating in near real time an optimal solution in response to employee transfer requests and leave requests for an entire enterprise. Used for processing employee transfer and leave requests, award a subset of the requests, and provide location assignments for new hires.

ADVANTAGE - Provides optimal solutions in response to employee transfer and leave requests in near real time. Executes the system several times with different parameter settings to generate a variety of solutions. Enables efficient allocation of human and training resources, and attain operational and cost effective performance. Achieves required staffing levels for a target time period. Prevents compromising staffing requirements for future time periods. Maximizes the quantity of awarded higher preference requests. Respects employee seniority with respect to employee request.

DESCRIPTION OF DRAWING(S) - The figure shows the functional block diagram of an employee transfer optimization system.

Optimization processor (6)  
pp; 117 DwgNo 1/25

Title Terms: PARAMETER; DRIVE; EMPLOY; TRANSFER; OPTIMUM; SYSTEM; GENERATE;  
OPTIMUM; SOLUTION; EMPLOY; TRANSFER; REQUEST; PROCESSOR; GENERATE;  
SOLVING; MIX; INTEGER; PROGRAM; MODEL; GENERATE; AWARD; EMPLOY

Derwent Class: T01

International Patent Class (Main): G06F-000/00 ; G06F-017/60

File Segment: EPI

20/5/17 (Item 13 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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015418141 \*\*Image available\*\*

WPI Acc No: 2003-480281/200345

Related WPI Acc No: 2000-236615; 2002-689866

XRPX Acc No: N03-381804

Customized reward offer management method for credit card issuer,  
involves receiving financial account transaction data using which  
performance target associated with financial account is determined

Patent Assignee: DOWNS M D (DOWN-I); JINDAL S K (JIND-I); TULLEY S C  
(TULL-I); WALKER J S (WALK-I); WEIR-JONES T (WEIR-I)

Inventor: DOWNS M D; JINDAL S K; TULLEY S C; WALKER J S; WEIR-JONES T



Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20030061097	A1	20030327	US 97921868	A	19970828	200345 B
			US 99422415	A	19991021	
			US 2002218157	A	20020812	

Priority Applications (No Type Date): US 2002218157 A 20020812; US 97921868 A 19970828; US 99422415 A 19991021

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
US 20030061097	A1	19	G06F-017/60	Cont of application US 97921868 CIP of application US 99422415 Cont of patent US 6018718 CIP of patent US 6434534

Abstract (Basic): US 20030061097 A1

NOVELTY - A financial account data and **performance target** associated with financial account are determined. The determined **reward** offer is associated with a **reward** term. The indications of **performance target** and **reward** term are transmitted to account holder. The financial account transaction data is received based on which another performance data associated with the financial account is determined.

USE - For credit card issuer offering customized reward and also for predicting delinquencies and bankruptcies.

ADVANTAGE - Promotes use of financial account by enabling a credit card issuer to tailor targets and rewards based on characteristics of the individual financial account.

DESCRIPTION OF DRAWING(S) - The figure shows a schematic block diagram illustrating information flow between parties.

pp; 19 DwgNo 1/8

Title Terms: CUSTOMISATION; REWARD; OFFER; MANAGEMENT; METHOD; CREDIT; CARD ; ISSUE; RECEIVE; FINANCIAL; ACCOUNT; TRANSACTION; DATA; PERFORMANCE; TARGET; ASSOCIATE; FINANCIAL; ACCOUNT; DETERMINE

Derwent Class: T01; T05

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/18 (Item 14 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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015308677 \*\*Image available\*\*

WPI Acc No: 2003-369611/200335

**System for constructing database over network by offering free gift**

Patent Assignee: KIM K (KIMK-I)

Inventor: KIM K

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
KR 2003006334	A	20030123	KR 200142047	A	20010712	200335 B

Priority Applications (No Type Date): KR 200142047 A 20010712

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
KR 2003006334	A	1	G06F-017/30	

Abstract (Basic): KR 2003006334 A

NOVELTY - A database construction system is provided to freely

offer gifts to target persons selected according to an age, a sex, a residence or an income, to make a database storing detailed information of the persons and to enable a free gift supplying company to use the database in a CRM(Customer Relationship Management) or a target marketing.

DETAILED DESCRIPTION - The system comprises a network(100), a gift supplier computer(200), a user computer(300), and a server(400). The gift supplier computer(200) accesses the server(400) over the network(100), transmits data on the free gift and criteria on gift distribution to the server(400), receives the data on the selected persons, whom the free gifts are to be offered to, from the server(400), and offers the gifts to the selected persons. The criteria on the gift distribution can be on an age, a sex, a scholarship, a residence or an income according characteristics of the free gift. The server(400) generates data for freely distributing the gifts based on the criteria offered by the gift supplier computer(200), checks whether an accessing user can receive the free gift, and requests the accessing user to input detailed information in the case that he or she can receive the free gift.

pp; 1 DwgNo 1/10

Title Terms: SYSTEM; CONSTRUCTION; DATABASE; NETWORK; OFFER; FREE; GIFT

Derwent Class: T01

International Patent Class (Main): G06F-017/30

File Segment: EPI

20/5/19 (Item 15 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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015267839 \*\*Image available\*\*

WPI Acc No: 2003-328768/200331

Related WPI Acc No: 2003-696217; 2005-010511

XRPX Acc No: N03-262938

Points awarding method in game arcades, involves enabling player to setup goal of performance , based on which goal based points are provided to player

Patent Assignee: CHUDLEY M R (CHUD-I); CHUDLEY S C (CHUD-I); SNAPE P (SNAP-I); MICROSOFT CORP (MICT )

Inventor: CHUDLEY M R; CHUDLEY S C; SNAPE P

Number of Countries: 001 Number of Patents: 002

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20020188361	A1	20021212	US 2001877700	A	20010608	200331 B
US 6604008	B2	20030805	US 2001877700	A	20010608	200353

Priority Applications (No Type Date): US 2001877700 A 20010608

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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US 20020188361	A1		22	G06F-155/00	
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US 6604008	B2			G06F-155/00	
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Abstract (Basic): US 20020188361 A1

NOVELTY - A player is enabled to setup a goal of performance in the game. A number of goal based points are provided to the player based on the status of the player in the game and the goal set up by the player.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are included for the following:

- (1) game level advancement determination method;
- (2) points determination method;
- (3) machine readable medium having instructions for awarding points

to player; and

(4) electronic game system.

USE - For awarding points to player who plays car race game in electronic game system of game arcade.

ADVANTAGE - Enables players to set their own goals in order to win more points. Enables players to advance in a game based on their results or points in the game. Enables a player to benefit from the players style of performance in games.

DESCRIPTION OF DRAWING(S) - The figure shows the flowchart of the points awarding method.

pp; 22 DwgNo 4/10

Title Terms: POINT; AWARD; METHOD; GAME; ENABLE; PLAY; GOAL; PERFORMANCE; BASED; GOAL; BASED; POINT; PLAY

Derwent Class: T01; T05; W04

International Patent Class (Main): G06F-155/00

File Segment: EPI

20/5/20 (Item 16 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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015238638 \*\*Image available\*\*

WPI Acc No: 2003-299564/200329

XRPX Acc No: N03-238327

**Intelligent hybrid control system for combine harvester, uses neuro-fuzzy interference system that learns and stores parameters from harvester's experience for providing knowledge source**

Patent Assignee: DEERE & CO (DEEC ); BECK F (BECK-I); MA X (MAXX-I); MERTINS K O (MERT-I)

Inventor: BECK F; MA X; MERTINS K O

Number of Countries: 034 Number of Patents: 008

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20030014171	A1	20030116	US 2001906490	A	20010716	200329 B
CA 2383201	A1	20030116	CA 2383201	A	20020423	200329
EP 1277388	A1	20030122	EP 200215329	A	20020710	200329
US 6553300	B2	20030422	US 2001906490	A	20010716	200330
BR 200202688	A	20030506	BR 20022688	A	20020712	200334
AU 200245834	A	20040122	AU 200245834	A	20020607	200410
AU 781164	B2	20050512	AU 200245834	A	20020607	200535
CA 2383201	C	20050920	CA 2383201	A	20020423	200566

Priority Applications (No Type Date): US 2001906490 A 20010716

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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US 20030014171	A1		13	G06F-015/18	
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CA 2383201	A1	E		A01D-041/127	
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EP 1277388	A1	G		A01D-041/12	
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Designated States (Regional): AL AT BE BG CH CY CZ DE DK EE ES FI FR GB

GR IE IT LI LT LU LV MC MK NL PT RO SE SI SK TR

US 6553300	B2			G06F-019/00	
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BR 200202688	A			G06F-015/18	
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AU 200245834	A			A01D-041/127	
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AU 781164	B2			A01D-041/127	Previous Publ. patent AU 200245834
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CA 2383201	C	E		A01D-041/127	
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Abstract (Basic): US 20030014171 A1

NOVELTY - An automatically adjustable controller connected to actuators and the output devices such as threshing/separating and cleaning shoe systems, includes a neuro-fuzzy interference system (210) that learns and stores parameters from harvester's experience for

providing one of knowledge sources to the control system, in response to feedback signals indicating adjustments of the output devices.

USE - For controlling combine harvester operable in various operating conditions, also for other harvesters, agricultural and construction machine.

ADVANTAGE - Eliminates need for constant operator monitoring and regular adjustment, thereby reducing operator fatigue. The combine harvester can operate continuously at various **performance levels** suited to the particular desires of the operator. **Compensates** for hardware changes, component wear, crop condition and environment variability by automatically incorporating settings learned from new experience, by using fuzzy logic and neural networks.

DESCRIPTION OF DRAWING(S) - The figure shows a block diagram of block diagram of an intelligent hybrid control system.

neuro-fuzzy interference system (210)

pp; 13 DwgNo 3/7

Title Terms: INTELLIGENCE; HYBRID; CONTROL; SYSTEM; COMBINATION; HARVESTER; NEURO; FUZZ; INTERFERENCE; SYSTEM; LEARNING; STORAGE; PARAMETER; HARVESTER; EXPERIENCE; SOURCE

Derwent Class: P12; T01; T06; X25

International Patent Class (Main): A01D-041/12; A01D-041/127; **G06F-015/18**; **G06F-019/00**

International Patent Class (Additional): G06G-007/00; G06N-005/04

File Segment: EPI; EngPI

20/5/21 (Item 17 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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015194414 \*\*Image available\*\*

WPI Acc No: 2003-254948/200325

XRPX Acc No: N03-202161

**Compensator design method for dynamic system, involves optimizing or constraining performance of compensator set with respect to model set, to create model and compensator sets and model subsets**

Patent Assignee: VOYAN TECHNOLOGY (VOYA-N)

Inventor: ERICKSON M; GALARZA C; GUDMUNDSSON T; HERNANDEZ D; PARE T

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6487696	B1	20021126	US 2000186642	P	20000303	200325 B
			US 2001798644	A	20010302	

Priority Applications (No Type Date): US 2000186642 P 20000303; US 2001798644 A 20010302

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 6487696	B1	20	G06F-017/50	Provisional application	US 2000186642

Abstract (Basic): US 6487696 B1

NOVELTY - A structure of a model set and a compensator set are defined. The size of the model and compensator sets and the performance of the compensator set is either optimized or constrained with respect to the model set, based on which the model and **compensator** sets and a model subset are created and evaluated. The **compensator** design is completed if it reaches the set **performance level**, else the process is repeated

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is included for computer readable medium for storing executable instruction for

designing a compensator.

USE - For designing compensators which can be e.g. an equalizer for a telecommunications system or a feedback controller for machine control.

ADVANTAGE - Improves the compensator product by optimizing the size of the compensator set, thereby reducing the chance of overloading the system.

DESCRIPTION OF DRAWING(S) - The figure shows the flowchart for designing the compensator.

pp; 20 DwgNo 2A/5

Title Terms: COMPENSATE; DESIGN; METHOD; DYNAMIC; SYSTEM; OPTIMUM; CONSTRAIN; PERFORMANCE; COMPENSATE; SET; RESPECT; MODEL; SET; MODEL; COMPENSATE; SET; MODEL; SUBSET

Derwent Class: T01

International Patent Class (Main): G06F-017/50

File Segment: EPI

20/5/22 (Item 18 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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015148455 \*\*Image available\*\*

WPI Acc No: 2003-208982/200320

XRPX Acc No: N03-166538

User behavior rewarding method involves evaluating collected health related data to determine whether data satisfies performance target by reward program

Patent Assignee: SPORTBRAIN INC (SPOR-N); BIBL A (BIBL-I); GARDNER D (GARD-I); HICKFORD M (HICK-I)

Inventor: BIBL A; GARDNER D; HICKFORD M

Number of Countries: 100 Number of Patents: 003

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20020147641	A1	20021010	US 2001827230	A	20010404	200320 B
WO 200282345	A1	20021017	WO 2002US10393	A	20020401	200320
AU 2002307081	A1	20021021	AU 2002307081	A	20020401	200433

Priority Applications (No Type Date): US 2001827230 A 20010404

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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US 20020147641	A1		13	G06F-017/60	
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WO 200282345	A1 E			G06F-017/60	
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Designated States (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SD SE SG SI SK SL TJ TM TN TR TT TZ UA UG UZ VN YU ZA ZM ZW

Designated States (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW

AU 2002307081	A1			G06F-017/60	Based on patent WO 200282345
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Abstract (Basic): US 20020147641 A1

NOVELTY - The health data related to fitness activity, medical treatment, dietary habits of a user enrolled into a reward program, is collected. The collected data is evaluated to determine whether the data satisfies a performance target defined by the reward program, based on which a user is rewarded.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are included for the following:

(1) User behavior rewarding system; and

(2) Computer readable medium storing user behavior rewarding program.

USE - For rewarding credit card holder's online. It is also used to improve health related activities amidst people of various groups, and hence it is also used in medical institution by employer, school, healthcare provider, parents, etc.

ADVANTAGE - The rewarding method encourages user behavior beneficial to health. Tracks the user behavior automatically, and induces the user to strongly prove his or her interest in acquiring a product offered as a reward.

DESCRIPTION OF DRAWING(S) - The figure shows a flowchart illustrating user behavior rewarding method.

pp; 13 DwgNo 3/5

Title Terms: USER; BEHAVE; METHOD; EVALUATE; COLLECT; HEALTH; RELATED; DATA; DETERMINE; DATA; SATISFY; PERFORMANCE; TARGET; REWARD; PROGRAM

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/23 (Item 19 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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015095823 \*\*Image available\*\*

WPI Acc No: 2003-156341/200315

XRPX Acc No: N03-123428

Incentive provision for interacting with Internet web site, involves monitoring completion of predetermined task by members of target population, on successful completion of which incentive is provided

Patent Assignee: JENTOFT K (JENT-I)

Inventor: JENTOFT K

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20020161629	A1	20021031	US 99347701	A	19990703	200315 B

Priority Applications (No Type Date): US 99347701 A 19990703

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 20020161629	A1		6	G06F-017/60	

Abstract (Basic): US 20020161629 A1

NOVELTY - The method involves providing web site with information about at least one predetermined subject area and providing an incentive to target population members, when the members successfully complete the predetermined task provided by the web site.

USE - For providing financial incentive or other incentive such as sporting event tickets, coupons for services, free parking vouchers to perspective buyer or participant for viewing a particular Internet web site and/or participating in an activity provided thereat suction on-line auctions, on-line advertising, subscribing to magazines and video clubs, registering for educational seminars.

ADVANTAGE - Provides highly cost effective way to reach target population.

DESCRIPTION OF DRAWING(S) - The figure shows the flowchart of the incentive method.

pp; 6 DwgNo 1/1

Title Terms: PROVISION; INTERACT; WEB; SITE; MONITOR; COMPLETE;

PREDETERMINED; TASK; MEMBER; TARGET; POPULATION; SUCCESS; COMPLETE

Derwent Class: T01

International Patent Class (Main): G06F-017/60  
File Segment: EPI

20/5/24 (Item 20 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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014985511 \*\*Image available\*\*  
WPI Acc No: 2003-046026/200304  
XRPX Acc No: N03-036219

Support personnel performance monitoring and rewarding method in  
telephone call center, involves evaluating performance of agent with  
respect to other agents for generating rewards to agent

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC )

Inventor: SMITH G J

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20020123925	A1	20020905	US 2001796883	A	20010301	200304 B

Priority Applications (No Type Date): US 2001796883 A 20010301

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 20020123925	A1		9	G06F-017/60	

Abstract (Basic): US 20020123925 A1

NOVELTY - Telephone calls (305) received from callers, are distributed to several agents (309). The performance of the agent is monitored with request to the call and evaluated with respect to performances of other agents. Rewards are generated for the agent based on the evaluation result. Data is presented to the agent based on their performance and reward.

USE - For monitoring and rewarding performance of support personnel such as agents in telephone call center.

ADVANTAGE - By evaluating the performance of the agent with respect to other agents, rewards including increased credit in a retirement plan, increase in percentage or amount of matching funds by the employer, additional time off and reduced call volumes are generated to the agent efficiently, hence enables the agent to preferentially select customers, calls and other tangible benefits.

DESCRIPTION OF DRAWING(S) - The figure shows the high-level block diagram of the agent performance monitoring and rewarding system.

Telephone calls (305)

Agents (309)

pp; 9 DwgNo 3/6

Title Terms: SUPPORT; PERSONNEL; PERFORMANCE; MONITOR; METHOD; TELEPHONE;  
CALL; EVALUATE; PERFORMANCE; AGENT; RESPECT; AGENT; GENERATE; REWARD;  
AGENT

Derwent Class: T01; W01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/25 (Item 21 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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014930288 \*\*Image available\*\*  
WPI Acc No: 2002-750997/200281

XRPX Acc No: N02-591462

Free telephone unit reward system having operator purchased telephone units distributor transferred managing credit/debit and allowing telephone unit reward when unit level reaches set value.

Patent Assignee: SAINT-LUC T (SAIN-I); SAINT L T (SLTT-I)

Inventor: SAINT-LUC T; SAINT L T

Number of Countries: 100 Number of Patents: 003

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200287195	A2	20021031	WO 2002FR1281	A	20020412	200281 B
FR 2823885	A1	20021025	FR 20015783	A	20010420	200282
AU 2002304532	A1	20021105	AU 2002304532	A	20020412	200433

Priority Applications (No Type Date): FR 20015783 A 20010420

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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WO 200287195	A2	F	9	H04M-000/00	
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Designated States (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SD SE SG SI SK SL TJ TM TN TR TT TZ UA UG US UZ VN YU ZA ZM ZW

Designated States (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW

FR 2823885	A1			G06F-017/60	
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AU 2002304532	A1			H04M-000/00	Based on patent WO 200287195
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Abstract (Basic): WO 200287195 A2

NOVELTY - The purchase reward allocation management system has a purchaser (Ai) having an account with an operator (Oi). A number of telephone units are purchased from the operator. The units are transferred to a distributor (Di) and the credit/debit managed. A computer memory manages telephone units bought from different operators as well as reward units until the number of telephone units reaches a set value, crediting the account with the operator with the value of the reward level.

USE - Provision of free telephone units to clients as a reward.

ADVANTAGE - Provides a new type of reward whilst allowing the client purchasing profile to be monitored.

DESCRIPTION OF DRAWING(S) - The figure shows the telephone unit purchase mechanism and reward addition

distributor (Di)

purchaser (Ai)

operator (Oi)

pp; 9 DwgNo 1/1

Title Terms: FREE; TELEPHONE; UNIT; REWARD; SYSTEM; OPERATE; PURCHASE; TELEPHONE; UNIT; DISTRIBUTE; TRANSFER; MANAGE; CREDIT; DEBIT; ALLOW; TELEPHONE; UNIT; REWARD; UNIT; LEVEL; REACH; SET; VALUE

Derwent Class: W01

International Patent Class (Main): G06F-017/60 ; H04M-000/00

File Segment: EPI

20/5/26 (Item 22 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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014929063 \*\*Image available\*\*

WPI Acc No: 2002-749772/200281

XRPX Acc No: N02-590450



Physician compensation method for health plan services, involves sharing portion of cost savings resulting from each service period among group of physicians, based on specified criteria.

Patent Assignee: POTTER J I (POTT-I); SCHNEIDERMAN H B (SCHN-I)

Inventor: POTTER J I; SCHNEIDERMAN H B

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20020111826	A1	20020815	US 2000251923	A	20001207	200281 B
			US 2001922297	A	20010803	

Priority Applications (No Type Date): US 2000251923 P 20001207; US 2001922297 A 20010803

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 20020111826	A1	50	G06F-017/60	Provisional application	US 2000251923

Abstract (Basic): US 20020111826 A1

NOVELTY - A portion of cost savings resulting from physician's reduction of actual average cost per service period, shared when compared to previous annual budget, is shared with the group of physicians. The shared portion is dependent upon the physician's average cost per service period, and physician's performance.

DETAILED DESCRIPTION - An INDEPENDENT CLAIMS is included for health services cost managing method.

USE - For compensating groups of specialized physicians, providing medical services to patients belonging to a health plan such as health maintenance organization (HMO).

ADVANTAGE - Encourages physicians to work as a group, and to share information to raising the level of performance and practices. Provides appropriate incentives to control costs, to maintain quality care and/or patient's satisfaction.

DESCRIPTION OF DRAWING(S) - The figure shows the sample budget vs actual interior report comparing the group's actual TACClessRx to the casemix adjusted budget.

pp; 50 DwgNo 1/32

Title Terms: COMPENSATE; METHOD; HEALTH; PLAN; SERVICE; SHARE; PORTION; COST; SAVE; RESULT; SERVICE; PERIOD; GROUP; BASED; SPECIFIED; CRITERIA

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/27 (Item 23 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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014872772

WPI Acc No: 2002-693478/200275

XRPX Acc No: N02-547089

Consumer loyalty marketing program records all transactions and issues loyalty numbers to consumers depending on their level of spending and randomly selects a reward recipient depending on their loyalty number

Patent Assignee: BENG L C (BENG-I); LIM C B (LIMC-I)

Inventor: BENG L C; LIM C B

Number of Countries: 003 Number of Patents: 003

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
GB 2373890	A	20021002	GB 200124096	A	20011008	200275 B
US 20020178056	A1	20021128	US 2001975484	A	20011010	200281

AU 200178262 A 20021003 AU 200178262 A 20011008 200301

Priority Applications (No Type Date): MY 20011529 A 20010330

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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GB 2373890	A		15	G06F-017/60	
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US 20020178056	A1			G06F-017/60	
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AU 200178262	A			G06F-017/60	
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Abstract (Basic): GB 2373890 A

NOVELTY - Consumers and merchants are registered and all transactions are recorded. **Consumers** are given loyalty numbers which reflect their spending and when a certain **target** is **reached**, e.g. of total spend or total number of transactions, one or more loyalty numbers are selected, e.g. at random, and **rewards** are issued to the **customer** (s) with that number or numbers. Optionally **customers** with selected loyalty numbers may be invited to enter a quiz with the winner receiving the reward.

USE - Marketing and customer loyalty programs.

ADVANTAGE - Provides equal opportunities for all customers regardless of their total spend.

pp; 15 DwgNo 0/2

Title Terms: CONSUME; MARKET; PROGRAM; RECORD; TRANSACTION; ISSUE; NUMBER; CONSUME; DEPEND; LEVEL; RANDOM; SELECT; REWARD; RECIPIENT; DEPEND; NUMBER

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/28 (Item 24 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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014869160 \*\*Image available\*\*

WPI Acc No: 2002-689866/200274

Related WPI Acc No: 2000-236615; 2003-480281

XRPX Acc No: N02-544125

**Customized reward offer processing method for credit card holders, involves determining performance target associated with financial account of credit card holder, to evaluate reward offer**

Patent Assignee: WALKER DIGITAL LLC (WALK-N)

Inventor: JINDAL S K; WALKER J S; WEIR-JONES T

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6434534	B1	20020813	US 97921868	A	19970828	200274 B
			US 99422415	A	19991021	

Priority Applications (No Type Date): US 97921868 A 19970828; US 99422415 A 19991021

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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US 6434534	B1		17	G06F-017/60	Cont of application US 97921868
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Cont of patent US 6018718

Abstract (Basic): US 6434534 B1

NOVELTY - A performance target associated with a financial account of a credit card holder, is determined. A **reward** offer and a target period are transmitted to the card holder, if he/she behaves according to the **performance target**. Before the end of the **target** period, a

new performance target and an associated reward offer are determined by comparing the latest performance target .

USE - For providing and managing customized reward offers such as cash rebate reward, frequent flyer mile reward, APR reduction reward, magazine subscriptions, airline tickets, free gifts and discount coupons for credit card holders.

ADVANTAGE - Since the reward offers are evaluated based on the financial accounts criteria of the credit card holders, they are induced to exhibit behavior desired by an account issuer.

DESCRIPTION OF DRAWING(S) - The figure shows the flowchart illustrating the customized reward setting process.

pp; 17 DwgNo 6/8

Title Terms: CUSTOMISATION; REWARD; OFFER; PROCESS; METHOD; CREDIT; CARD; HOLD; DETERMINE; PERFORMANCE; TARGET; ASSOCIATE; FINANCIAL; ACCOUNT; CREDIT; CARD; HOLD; EVALUATE; REWARD; OFFER

Derwent Class: T01; T05

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/29 (Item 25 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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014776014 \*\*Image available\*\*

WPI Acc No: 2002-596720/200264

Education system and method based on personalized database over network

Patent Assignee: INTERDREAM CO LTD (INTE-N)

Inventor: KIM H S

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
KR 2002019290	A	20020312	KR 200052456	A	20000905	200264 B

Priority Applications (No Type Date): KR 200052456 A 20000905

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
KR 2002019290	A		1 G06F-017/60	

Abstract (Basic): KR 2002019290 A

NOVELTY - An education system and method is provided to store and manage data on learning progress degree at each personalized database, to transmit education materials appropriate for the learning progress degree to each user , and to enable the users to construct a community for offering varied services or compensating for the education so that it can enhance an education effect.

DETAILED DESCRIPTION - The method comprises steps of enabling a user to access an education system via a user terminal(S100), a member management module checking if the accessing user is a member(S110), a lecture progress management module determining a lecture pattern according to a signal input via the user terminal if the user is a member(S140), the lecture progress management module calling a learning progress information corresponding to the user from the database(S150), the module transmitting the lecture materials to the user terminal(S160), an assessment processor checking if the user reaches an assessment reference level based on a test result(S180), if the user does, the lecture progress management module updating the progress data stored at the database(S190), and the lecture progress management module stopping a lecture(S200) or transmitting the next lecture materials to the user terminal.

pp; 1 DwgNo 1/10  
Title Terms: EDUCATION; SYSTEM; METHOD; BASED; PERSON; DATABASE; NETWORK  
Derwent Class: T01  
International Patent Class (Main): G06F-017/60  
File Segment: EPI

20/5/30 (Item 26 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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014773973 \*\*Image available\*\*  
WPI Acc No: 2002-594679/200264  
XRPX Acc No: N02-472079

Gift receipt method through internet involves allowing receipt person to choose gifts between two price levels, based on which accounts settlement is performed with respect to present sending person

Patent Assignee: FUJITSU LTD (FUJIT )  
Number of Countries: 001 Number of Patents: 001  
Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
JP 2002203123	A	20020719	JP 2000403440	A	20001228	200264 B

Priority Applications (No Type Date): JP 2000403440 A 20001228

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
JP 2002203123	A		21	G06F-017/60	

Abstract (Basic): JP 2002203123 A

NOVELTY - The receipt person is allowed to choose gifts between two price levels. The price of the selected gift item is compared with a predetermined price paid by present sending person. The price difference is collected from the sending person, if the price exceeds the predetermined price otherwise the remaining amount is returned.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for recorded medium storing gift receipt program.

USE - For distributing ceremonial gift through internet.

ADVANTAGE - The gift which a receipt person asks for is delivered efficiently.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of the gift receipt system using internet. (Drawing includes non-English language text).

pp; 21 DwgNo 1/24  
Title Terms: GIFT; RECEIPT; METHOD; THROUGH; ALLOW; RECEIPT; PERSON; CHOICE  
; GIFT; TWO; PRICE; LEVEL; BASED; ACCOUNT; SETTLE; PERFORMANCE; RESPECT;  
PRESENT; SEND; PERSON  
Derwent Class: T01  
International Patent Class (Main): G06F-017/60  
File Segment: EPI

20/5/31 (Item 27 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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014681315 \*\*Image available\*\*  
WPI Acc No: 2002-502019/200254  
XRPX Acc No: N02-397379

Computer implemented user activity information gathering method involves

selecting activity randomly to inaccurately record certain performed activities

Patent Assignee: HEWLETT-PACKARD CO (HEWP ); VAZIRANI U V (VAZI-I)

Inventor: KNAPP V E; VAZIRANI U V; VORA P L

Number of Countries: 028 Number of Patents: 003

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
EP 1211625	A1	20020605	EP 2001309067	A	20011025	200254 B
JP 2002169931	A	20020614	JP 2001332990	A	20011030	200254
US 6470299	B1	20021022	US 2000705469	A	20001102	200273

Priority Applications (No Type Date): US 2000705469 A 20001102

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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EP 1211625	A1	E	9	G06F-017/60	
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Designated States (Regional): AL AT BE CH CY DE DK ES FI FR GB GR IE IT  
LI LT LU LV MC MK NL PT RO SE SI TR

JP 2002169931	A		6	G06F-017/60	
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US 6470299	B1			G06F-003/02	
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Abstract (Basic): EP 1211625 A1

NOVELTY - Activities performed by user are monitored and are recorded such that, each recording of a performed activity has an accuracy level. A **compensation** level is determined for the **user** based on the accuracy level **selected** by the **user**. Some performed activities are selected randomly and are recorded inaccurately.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is included for activity information gathering system.

USE - In research company, commercial organization, for gathering information about activities of user, for monitoring activities of consumers, for monitoring **employee**'s access to online book stores, also for tracking web site access by user.

ADVANTAGE - Allows gathering statistical information about the activities of the **users**, while allowing the users to **choose** the **levels** of protection in return for levels of **compensation**.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of a system for tracking web site access.

pp; 9 DwgNo 3/3

Title Terms: COMPUTER; IMPLEMENT; USER; ACTIVE; INFORMATION; GATHER; METHOD  
; SELECT; ACTIVE; RANDOM; RECORD; PERFORMANCE; ACTIVE

Derwent Class: T01

International Patent Class (Main): G06F-003/02 ; G06F-017/60

File Segment: EPI

20/5/32 (Item 28 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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014612799 \*\*Image available\*\*

WPI Acc No: 2002-433503/200246

XRPX Acc No: N02-341072

Incentive provision method for vehicle driver, involves determining whether driver has met at least one performance goal over specified distance of travel, based on collected signal, to provide incentive to driver

Patent Assignee: VOLVO TRUCKS NORTH AMERICA INC (VOLV )

Inventor: GUSTAVSSON T G

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6366848	B1	20020402	US 2000664882	A	20000919	200246 B

Priority Applications (No Type Date): US 2000664882 A 20000919

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
US 6366848	B1	9	G06F-019/00	

Abstract (Basic): US 6366848 B1

NOVELTY - The signals indicative of vehicle function related to driver's performance during several operation cycles are collected and stored. The determination of whether the driver has met at least one **performance goal** over predetermined distance of travel based on collected signals, is performed. The incentive is provided to driver during subsequent operation cycle, if **performance goal** has been met. The collected signals are replaced with newly collected signals, after vehicle has travelled predetermined distance.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is included for computer readable medium storing incentive provision program.

USE - For providing incentive to vehicle driver such as highway truck driver.

ADVANTAGE - Enables drivers to operate the vehicle at the incentive speed during the interval in which the vehicle has not travelled the predetermined distance during which signals are collected. Provides incentive to driver for driving in a manner that improves the fuel economy and reduces engine wear, noise and pollution.

DESCRIPTION OF DRAWING(S) - The figure shows a block diagram of the engine control system.

pp; 9 DwgNo 1/3

Title Terms: PROVISION; METHOD; VEHICLE; DRIVE; DETERMINE; DRIVE; ONE; PERFORMANCE; GOAL; SPECIFIED; DISTANCE; TRAVEL; BASED; COLLECT; SIGNAL; DRIVE

Derwent Class: T01; T07; X22

International Patent Class (Main): G06F-019/00

File Segment: EPI

20/5/33 (Item 29 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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014593780 \*\*Image available\*\*

WPI Acc No: 2002-414484/200244

XPX Acc No: N02-325907

Employee incentive and compensation plan design and implementation system outputs periodic employee bonuses based on preset structure and input from user

Patent Assignee: LOYA R (LOYA-I)

Inventor: LOYA R

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20020035506	A1	20020321	US 98182434	A	19981030	200244 B

Priority Applications (No Type Date): US 98182434 A 19981030

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
US 20020035506	A1	44	G06F-017/60	

Abstract (Basic): US 20020035506 A1

NOVELTY - The system has a series of computer programs to modify

preset structures such as **employee** group structure, **incentive** factor score table structure, factor percent allocation of **incentive** factor to **employee** group structure and profit allocation to **employee** group structure by accepting input by **users**. The output such as periodic **employee** **bonuses** is calculated based on the preset structures and input data.

USE -- For creating **incentive** and **compensation** plans to motivate and **reward** **employees** of variety of businesses.

ADVANTAGE - The **incentive** and **compensation** plans are fully automated and the personal **performance**, **goal** **attainment**, **incentive** **reward** and the feedback from **members** are obtained, hence the productivity and profitability are improved.

DESCRIPTION OF DRAWING(S) - The figure shows the flowchart explaining the **incentive** plan design and implementation process.

pp; 44 DwgNo 4/16

Title Terms: EMPLOY; **COMPENSATE**; PLAN; DESIGN; IMPLEMENT; SYSTEM; OUTPUT; PERIODIC; EMPLOY; BASED; PRESET; STRUCTURE; INPUT; USER

Derwent Class: T01

International Patent Class (Main): **G06F-017/60**

File Segment: EPI

20/5/34 (Item 30 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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014291435 \*\*Image available\*\*

WPI Acc No: 2002-112136/200215

**Method for attracting user of internet site**

Patent Assignee: IDEA PLAZA INC (IDEA-N)

Inventor: HUH G Y

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
KR 2001081688	A	20010829	KR 20007744	A	20000218	200215 B

Priority Applications (No Type Date): KR 20007744 A 20000218

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
KR 2001081688	A	1	G06F-017/00	

Abstract (Basic): KR 2001081688 A

NOVELTY - A method for attracting a user of an Internet site is provided to increase the number of a user's connection by enabling the user to select a product or a ticket for travel destinations in case that the user becomes a member, and by providing the product or the ticket in case that the user gets target marks.

DETAILED DESCRIPTION - A server computer judges whether a computer connected to a site exists(S1). In case that the computer exists, the server computer requests an input of an ID and confirms whether a member(S2). In case of a nonmember, it leads the computer to become a member(S3). In case that the computer becomes the member, the computer selects a gift or a ticket for travel destinations(S4). In case that the **gift** or the ticket is **selected**, **target** marks and methods are displayed(S5). In case that the computer is the **member**, the **user** is informed of target marks and present marks(S6).

pp; 1 DwgNo 1/10

Title Terms: METHOD; ATTRACT; USER; SITE

Derwent Class: T01

International Patent Class (Main): **G06F-017/00**

File Segment: EPI

20/5/35 (Item 31 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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014234184 \*\*Image available\*\*

WPI Acc No: 2002-054882/200207

XRPX Acc No: N02-040476

**Optimization method for worker's compensation claims management process, involves amending process by implementing best practices into worker's compensation claims management process**

Patent Assignee: COLBURN H S (COLB-I); HARON P (HARO-I); LOVERDE A L (LOVE-I)

Inventor: COLBURN H S; HARON P; LOVERDE A L

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20010044735	A1	20011122	US 2000201075	A	20000427	200207 B
			US 2001844102	A	20010427	

Priority Applications (No Type Date): US 2000201075 P 20000427; US 2001844102 A 20010427

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
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US 20010044735	A1	12	G06F-017/60	Provisional application US 2000201075
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Abstract (Basic): US 20010044735 A1

NOVELTY - The method involves reviewing the worker's compensation claims management process to determine if best practices are being followed. The worker's compensation claims management process is amended by implementing the best practices into the worker's compensation claims management process.

USE - Used for optimizing the worker's compensation claims management process.

ADVANTAGE - Enhances the performance level of the auditing and monitoring system for worker's compensation claims, thus reducing costs for the employer by decreasing direct and indirect costs.

DESCRIPTION OF DRAWING(S) - The figure shows the flowchart describing the handling of new insurance claims.

pp; 12 DwgNo 2/2

Title Terms: METHOD; WORK; COMPENSATE; CLAIM; MANAGEMENT; PROCESS; AMEND; PROCESS; IMPLEMENT; PRACTICE; WORK; COMPENSATE; CLAIM; MANAGEMENT; PROCESS

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/36 (Item 32 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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014213259 \*\*Image available\*\*

WPI Acc No: 2002-033956/200204

XRPX Acc No: N02-026160

**Equity rewards granting for customer , involves establishing quantitative and qualitative relationship between purchase of goods or services that triggers grant of equity rewards and equity rewards within customers**



Patent Assignee: TENEMBAUM S S (TENE-I)  
Inventor: TENEMBAUM S S  
Number of Countries: 001 Number of Patents: 001  
Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 20010047295	A1	20011129	US 2000175903	P	20000131	200204 B
			US 2000190077	P	20000317	
			US 2000202061	P	20000505	
			US 2001765889	A	20010122	

Priority Applications (No Type Date): US 2001765889 A 20010122; US  
2000175903 P 20000131; US 2000190077 P 20000317; US 2000202061 P 20000505

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 20010047295	A1		7	G06F-017/60	Provisional application US 2000175903

Provisional application US 2000190077  
Provisional application US 2000202061

Abstract (Basic): US 20010047295 A1

NOVELTY - An agreement is established between a public or a private company (112) that grants equity rewards in the form of stock, warrants, bonds or convertible bonds, and a customer (114). A quantitative and qualitative relationship is established between the purchase of goods or services that triggers the grant of equity rewards and equity rewards within customers .

USE - For granting equity rewards to customers or prospective customers who interact with business advertisement and attain self-imposed goals .

ADVANTAGE - Enhances brand awareness and customer loyalty. Creates a larger trade volume for the underlying stock and does not affect the cash flow position of the company.

DESCRIPTION OF DRAWING(S) - The figure shows a system diagram depicting the relationship between various aspects of the equity rewards granting method.

Private company (112)

Customer (114)

pp; 7 DwgNo 1/2

Title Terms: REWARD; CUSTOMER; ESTABLISH; QUANTITATIVE; QUALITATIVE;  
RELATED; PURCHASE; GOODS; SERVICE; TRIGGER; REWARD; REWARD; CUSTOMER

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/37 (Item 33 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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014003825 \*\*Image available\*\*

WPI Acc No: 2001-488039/200153

XPX Acc No: N01-361117

Incoming session request assignment method in multisystem shared data environment, involves choosing and identifying server from one of the classified eligible systems, to which session establishment request is routed

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC )

Inventor: AMAN J D; EMMES D B; PALMIERI D W

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6249800	B1	20010619	US 95488374	A	19950607	200153 B

Priority Applications (No Type Date): US 95488374 A 19950607

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
US 6249800	B1	48	G06F-015/16	

Abstract (Basic): US 6249800 B1

NOVELTY - The active system with minimum preset capacity available to establish a new session is classified as eligible system with current capacity data, in response to incoming request from client (101-10n). One eligible system with largest amount of capacity to support additional session, is selected from the classified systems. One server is chosen from selected system and is identified. Session establishment request is routed to identified server.

DETAILED DESCRIPTION - The active systems with minimum preset capacity available at preset business importance level over preset time interval, are classified as eligible systems. The server that actively supports generic resource and processes a lowest number of sessions, is chosen. An INDEPENDENT CLAIM is also included for incoming session request assigning apparatus.

USE - For use in multisystem shared data (sysplex) processing environment with large scale computer installation for balancing work requests and session placement among servers to meet overall business goals.

ADVANTAGE - Sysplex based routing frees the client application from any need to distribute and route work request to **individual servers** and hence simplifies its programming and enhances and effectuates **sysplex performance** to meet overall business goals. Also latency is **compensated** by quickly and accurately reflecting actual processing capacity used by a session.

DESCRIPTION OF DRAWING(S) - The figure shows the diagram of sysplex with associated computing environment.

pp; 48 DwgNo 1/14

Title Terms: INCOMING; SESSION; REQUEST; ASSIGN; METHOD; SHARE; DATA; ENVIRONMENT; CHOICE; IDENTIFY; SERVE; ONE; CLASSIFY; SYSTEM; SESSION; ESTABLISH; REQUEST; ROUTE

Derwent Class: T01

International Patent Class (Main): G06F-015/16

File Segment: EPI

20/5/38 (Item 34 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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013981071 \*\*Image available\*\*

WPI Acc No: 2001-465285/200150

XRPX Acc No: N01-345130

Website consumer enticing system for electronic commerce transaction, awards consumer based on consumer locating hidden icon from target section selected based on consumer 's personal and general business information

Patent Assignee: GENERAL ELECTRIC CO (GENE )

Inventor: HONG J C

Number of Countries: 085 Number of Patents: 002

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200150371	A2	20010712	WO 2000US31404	A	20001115	200150 B

AU 200116128 A 20010716 AU 200116128 A 20001115 200169

Priority Applications (No Type Date): US 2000640696 A 20000818; US 99173745 P 19991230

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

WO 200150371 A2 E 35 G06F-017/60

Designated States (National): AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ VN YU ZW

Designated States (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZW

AU 200116128 A G06F-017/60 Based on patent WO 200150371

Abstract (Basic): WO 200150371 A2

NOVELTY - The hidden icon page selector module (20) receives and processes consumer's personal information and general business information to select website's **consumer** target section that has hidden icon. The content server module (18) sends **selected consumer target** section for viewing by **consumer**. The account module (22) awards **consumer** based on **consumer** locating hidden icon.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for the following:

- (a) Consumer enticing method;
- (b) Computer readable storage medium.

USE - For electronic commerce transaction performed through internet.

ADVANTAGE - Sticky nature of websites by providing hidden icon to appeal to consumer's desire for challenge, fun and awards, is effectively enhanced. Likelihood of present or future electronic commerce transaction is increased by directing consumer to portion of website containing information likely to be found attractive or interesting to consumer while incentivizing consumer to search through other areas of site.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of communication network that implements website consumer enticing system.

Content server module (18)  
Hidden icon page selector module (20)  
Account module (22)  
pp; 35 DwgNo 1/2

Title Terms: CONSUME; SYSTEM; ELECTRONIC; TRANSACTION; AWARD; CONSUME; BASED; CONSUME; LOCATE; HIDE; TARGET; SECTION; SELECT; BASED; CONSUME; PERSON; GENERAL; BUSINESS; INFORMATION

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/39 (Item 35 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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013948169 \*\*Image available\*\*

WPI Acc No: 2001-432383/200146

XRPX Acc No: N01-320445

Purchase credit awards converting method for supermarkets, involves purchasing ownership interest in investment vehicle on behalf of consumer when accumulated credit awards reaches preset level

Patent Assignee: KALINA D T (KALI-I)

Inventor: KALINA D T

Number of Countries: 021 Number of Patents: 002

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200115031	A1	20010301	WO 99US19404	A	19990826	200146 B
US 6243688	B1	20010605	US 97839467	A	19970414	200146
			US 99383100	A	19990825	

Priority Applications (No Type Date): US 99383100 A 19990825; US 97839467 A 19970414

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
WO 200115031	A1	E	22	G06F-017/60	
Designated States (National): CA JP					
Designated States (Regional): AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE					
US 6243688	B1			G06F-017/60	CIP of application US 97839467 CIP of patent US 5970480

Abstract (Basic): WO 200115031 A1

NOVELTY - The account (76) of **consumer** is credited with credit **awards** which are accumulated in the account. Ownership interest in investment vehicle which is subject to appreciation or depreciation, is purchased on behalf of the **consumer**, when credit **awards** in the accounts **reaches** preset **level**.

DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for the following:

(a) Electronic data processing device;

(b) Purchase award account establishment and processing method

USE - For converting purchase credit awards resulting from purchases in supermarkets, discount retailers, gasoline stations into ownership interest in an investment vehicle like stock, bond, mutual fund, money market fund, insurance products.

ADVANTAGE - Award programs with no limit on accumulation periods, ceilings or expirations and with greater competitive advantage, is achieved by accumulating the credit **awards** in the **consumer** account.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of a purchase credit award clearing system.

Customer account (76)

pp; 22 DwgNo 1/2

Title Terms: PURCHASE; CREDIT; AWARD; CONVERT; METHOD; SUPERMARKET; PURCHASE; INTEREST; INVESTMENT; VEHICLE; CONSUME; ACCUMULATE; CREDIT; AWARD; REACH; PRESET; LEVEL

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/40 (Item 36 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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013913032 \*\*Image available\*\*

WPI Acc No: 2001-397245/200142

XRFX Acc No: N01-292722

Video game playing method in interactive computer system, involves awarding prizes to top player determined by comparing total game score of each player registered as tournament participant

Patent Assignee: STEPHENSON J H (STEP-I)  
Inventor: STEPHENSON J H  
Number of Countries: 091 Number of Patents: 007  
Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week	
WO 200071218	A1	20001130	WO 2000US12714	A	20000509	200142	B
AU 200049983	A	20001212	AU 200049983	A	20000509	200142	
US 6174237	B1	20010116	US 99316840	A	19990521	200142	
EP 1181081	A1	20020227	EP 2000932238	A	20000509	200222	
			WO 2000US12714	A	20000509		
ZA 200109545	A	20021030	ZA 20019545	A	20011120	200282	
JP 2003500129	W	20030107	JP 2000619517	A	20000509	200314	
			WO 2000US12714	A	20000509		
AU 778999	B2	20041223	AU 200049983	A	20000509	200510	

Priority Applications (No Type Date): US 99316840 A 19990521

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
WO 200071218	A1	E	35	A63F-013/12	
Designated States (National): AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG US UZ VN YU ZA ZW					
Designated States (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR IE IT KE LS LU MC MW NL OA PT SD SE SL SZ TZ UG ZW					
AU 200049983	A			A63F-013/12	Based on patent WO 200071218
US 6174237	B1			A63F-013/00	
EP 1181081	A1	E		A63F-013/12	Based on patent WO 200071218
Designated States (Regional): AL AT BE CH CY DE DK ES FI FR GB GR IE IT LI LT LU LV MC MK NL PT RO SE SI					
ZA 200109545	A		76	A63F-000/00	
JP 2003500129	W		38	A63F-013/12	Based on patent WO 200071218
AU 778999	B2			A63F-013/12	Previous Publ. patent AU 200049983 Based on patent WO 200071218

Abstract (Basic): WO 200071218 A1

NOVELTY - Tournament participants are registered and a tournament entry fee is secured from them. Each participant is matched against a host computer that serves as worthy adversary. Score of each game played by player is computed by the computer to obtain total game score, round of games or tournament score of each player. Prizes are awarded to the top player judged by comparing total game score of all players.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for method of effectuating and facilitating game of skill tournament.

USE - In interactive computer system.

ADVANTAGE - Allows player to compete and obtain reliable index as to his/her skill as compared to other competitors, competing under the same game conditions while simultaneously enjoying the game. Creates a game of skill tournament which challenges the participants and rewards the participants who obtain certain level of performance.

DESCRIPTION OF DRAWING(S) - The figure shows flowchart explaining video game playing method.

pp; 35 DwgNo 1/2

Title Terms: VIDEO; GAME; PLAY; METHOD; INTERACT; COMPUTER; SYSTEM; AWARD; PRIZE; TOP; PLAY; DETERMINE; COMPARE; TOTAL; GAME; SCORE; PLAY; REGISTER; TOURNAMENT; PARTICIPATING

Derwent Class: P36; W04

International Patent Class (Main): A63F-000/00; A63F-013/00; A63F-013/12

International Patent Class (Additional): A63F-009/24; A63F-013/10;

G06F-017/00 ; G06F-019/00

File Segment: EPI; EngPI

20/5/41 (Item 37 from file: 350)  
DIALOG(R) File 350:Derwent WPIX  
(c) 2005 Thomson Derwent. All rts. reserv.

013869705 \*\*Image available\*\*  
WPI Acc No: 2001-353917/200137  
XRPX Acc No: N01-257044

Merchandising using consumer information involves generating coupons and benefit receipts to consumer after receiving their ID cards which are returned to them after obtaining their responses to survey questions

Patent Assignee: IN-STORE MEDIA SYSTEMS INC (INST-N)

Inventor: SCHULZE E E

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6233564	B1	20010515	US 97835105	A	19970404	200137 B

Priority Applications (No Type Date): US 97835105 A 19970404

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
US 6233564	B1	16	G06F-017/60		

Abstract (Basic): US 6233564 B1

NOVELTY - Information from different customers in response to written and telecommunications survey questions are stored in storage device. When ID cards supplied to respective consumers are received in an interactive apparatus, coupons having product, expiration and discount information are generated. Benefit receipts different from coupons are generated after receiving response from consumer to interactive survey question.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for a system for obtaining and responding to information from a number of consumers.

USE - For interactive apparatus survey network to obtain marketing data from consumers, which is used by manufacturers, sellers, wholesalers, retailers.

ADVANTAGE - Consumer information is sorted and processed to better identify products and services that a customer is expected to purchase. Consumer benefit receipts are offered to consumer before anticipated purchase is made by the consumer. Hence the consumer is influenced to buy a competitive brand when the consumer is intended to purchase a product from a different source. This results in a key marketing goal being met by a manufacturer or seller of the product that is competitive to the product that the consumer intended to buy before she is influenced by the incentive offered by the competitor.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of interactive apparatus survey network.

pp; 16 DwgNo 4/6

Title Terms: MERCHANDISE; CONSUME; INFORMATION; GENERATE; COUPON; BENEFICIAL; RECEIPT; CONSUME; AFTER; RECEIVE; ID; CARD; RETURN; AFTER; OBTAIN; RESPOND; SURVEYING; QUESTION

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/42 (Item 38 from file: 350)  
DIALOG(R) File 350:Derwent WPIX  
(c) 2005 Thomson Derwent. All rts. reserv.

013773345      \*\*Image available\*\*

WPI Acc No: 2001-257556/200126

XRPX Acc No: N01-183729

**Computerized incentive program has comparing historical performance data to predetermined goal of participant and generating result**

Patent Assignee: SCHOENECKERS INC (SCHO-N)

Inventor: BINZEN S; JACK J M; JENNIGES J C

Number of Countries: 020    Number of Patents: 002

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200113306	A2	20010222	WO 2000US22497	A	20000816	200126    B
EP 1216449	A2	20020626	EP 2000955605	A	20000816	200249
			WO 2000US22497	A	20000816	

Priority Applications (No Type Date): US 99376811 A 19990818

Patent Details:

Patent No    Kind    Lan    Pg    Main    IPC    Filing Notes

WO 200113306    A2    E    32    G06F-017/60

Designated States (National): CA

Designated States (Regional): AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

EP 1216449    A2    E    G06F-017/60    Based on patent WO 200113306

Designated States (Regional): AT BE CH CY DE DK ES FI FR GB GR IE IT LI LU MC NL PT SE

Abstract (Basic): WO 200113306 A2

NOVELTY - Predetermined goal data of participant is stored (330), goal data includes at least one minimum threshold level of performance; storing historical performance data of the participant (320); comparing historical performance data to predetermined goal (340) and generating a result which is transmitted to at least one destination (360).

DETAILED DESCRIPTION - **Reward** data corresponding to each of the at least one minimum threshold level of **performance** is also stored with predetermined **goal** data. The predetermined data can be an amount of sale attributed to the participant, measure of compliance with safety rules, the measure of compliance being attributed to the participant, measure of efficiency attributed to the participant, measure of training completed by participant, measure of cost saving attributed to the participant, measure of number of displays installed by the participant, and/or measure of number of demonstrations conducted by participant.

INDEPENDENT CLAIMS are also included for the following: A computer readable medium having computer executable instructions; and A system for transacting in electronic commerce.

USE - For stimulating and evaluating performance according to predetermined goals.

ADVANTAGE - Records self- **selected** **goals** and **performance** of participants, compare **performance** to the **goals** , assigns **rewards** to the **participants** pursuant to the comparison and heuristically adjusts the **rewards** threshold based on the prior history of achievement and performance of the participant.

DESCRIPTION OF DRAWING(S) - The figure shows a flowchart of a method performed by a computer.

pp; 32 DwgNo 3/9

Title Terms: COMPUTER; PROGRAM; COMPARE; HISTORY; PERFORMANCE; DATA;

PREDETERMINED; GOAL; PARTICIPATING; GENERATE; RESULT

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/43 (Item 39 from file: 350)  
DIALOG(R) File 350:Derwent WPIX  
(c) 2005 Thomson Derwent. All rts. reserv.

013326774 \*\*Image available\*\*  
WPI Acc No: 2000-498713/200044  
XRPX Acc No: N00-369694

**Embedded interactive data presentation, for a primary network-program,  
that includes a number of performance levels which the user must achieve  
within the duration of the primary program to win a predetermined prize**

Patent Assignee: LOTT J M (LOTT-I); STAR B S (STAR-I)

Inventor: LOTT J M; STAR B S

Number of Countries: 088 Number of Patents: 004

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 200033281	A1	20000608	WO 99US28264	A	19991130	200044 B
AU 200017479	A	20000619	AU 200017479	A	19991130	200044
EP 1155391	A1	20011121	EP 99960620	A	19991130	200176
			WO 99US28264	A	19991130	
JP 2002531200	W	20020924	WO 99US28264	A	19991130	200278
			JP 2000585850	A	19991130	

Priority Applications (No Type Date): US 99125238 P 19990319; US 98110812 P 19981203

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

WO 200033281 A1 E 27 G09B-003/00

Designated States (National): AE AL AM AT AU AZ BA BB BG BR BY CA CH CN  
CU CZ DE DK EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ  
LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK  
SL TJ TM TR TT UA UG US UZ VN YU ZA ZW

Designated States (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR  
IE IT KE LS LU MC MW NL OA PT SD SE SL SZ TZ UG ZW

AU 200017479 A G09B-003/00 Based on patent WO 200033281

EP 1155391 A1 E G09B-003/00 Based on patent WO 200033281

Designated States (Regional): AL AT BE CH CY DE DK ES FI FR GB GR IE IT  
LI LT LU LV MC MK NL PT RO SE SI

JP 2002531200 W 29 A63F-013/12 Based on patent WO 200033281

Abstract (Basic): WO 200033281 A1

NOVELTY - Interactive data is embedded into a primary network-program that is segmented into time intervals. Upon completion of an interval a break occurs for the interactive data which is segmented into **performance levels**. If the user accomplishes predefined goals for every level then a predetermined prize is **awarded**

USE - For a primary network-program.

ADVANTAGE - The user is provided with an incentive to interact with a data presentation over a network.

DESCRIPTION OF DRAWING(S) - The figure shows a flow diagram of an embedded interactive data presentation for a primary network-program.

pp; 27 DwgNo 8/8

Title Terms: EMBED; INTERACT; DATA; PRESENT; PRIMARY; NETWORK; PROGRAM;  
NUMBER; PERFORMANCE; LEVEL; USER; MUST; ACHIEVE; DURATION; PRIMARY;  
PROGRAM; WINNING; PREDETERMINED; PRIZE

Derwent Class: P36; P85; W02; W03; W04

International Patent Class (Main): A63F-013/12; G09B-003/00

International Patent Class (Additional): G06F-015/00 ; G06F-017/60

File Segment: EPI; EngPI



20/5/44 (Item 40 from file: 350)  
DIALOG(R) File 350:Derwent WPIX  
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013064743 \*\*Image available\*\*  
WPI Acc No: 2000-236615/200020  
Related WPI Acc No: 2002-689866; 2003-480281  
XRPX Acc No: N00-177377

**System for providing a customized reward offer to a holder of a financial account e.g. credit card**

Patent Assignee: WALKER ASSET MANAGEMENT LP (WALK-N)

Inventor: JINDAL S K; WALKER J S; WEIR-JONES T

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 6018718	A	20000125	US 97921868	A	19970828	200020 B

Priority Applications (No Type Date): US 97921868 A 19970828

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
US 6018718	A	17	G06F-017/60	

Abstract (Basic): US 6018718 A

NOVELTY - The system involves the step of accessing historical account data associated with the financial account, then determining a first **performance target** associated with the financial account and then selecting a **reward** offer having an associated **reward** description and transmitting the first **performance target** and the **reward** description to the account holder.

DETAILED DESCRIPTION - Transaction data associated with the financial account is collected and evaluated to determine a second performance target associated with the financial account. The collected transaction data is then compared to the first **performance target**. If the collected transaction data exceeds the first **performance target**, the financial account is updated to reflect the **reward**. A computer system to implement the method is also claimed.

USE - For managing and providing a reward program to an account holder, especially a credit card account holder.

ADVANTAGE - The account holder is encourage to use their account more to take advantage of the reward program.

DESCRIPTION OF DRAWING(S) - The figure shows the computer steps implemented to set rewards.

pp; 17 DwgNo 8/8

Title Terms: SYSTEM; CUSTOMISATION; REWARD; OFFER; HOLD; FINANCIAL; ACCOUNT ; CREDIT; CARD

Derwent Class: T01

International Patent Class (Main): G06F-017/60

File Segment: EPI

20/5/45 (Item 41 from file: 350)  
DIALOG(R) File 350:Derwent WPIX  
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012506419 \*\*Image available\*\*  
WPI Acc No: 1999-312524/199926  
Related WPI Acc No: 2003-267361  
XRPX Acc No: N99-233416

Group reward program managing method e.g. for computer applications,  
point of sale system

Patent Assignee: WALKER ASSET MANAGEMENT LP (WALK-N); WALKER DIGITAL LLC  
(WALK-N)

Inventor: TEDESCO D E; VAN LUCHENE A S; WALKER J S; JINDAL S K; WEIR-JONES  
T

Number of Countries: 084 Number of Patents: 005

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 9920013	A2	19990422	WO 98US21218	A	19981008	199926 B
AU 9897923	A	19990503	AU 9897923	A	19981008	199937
EP 1023791	A2	20000802	EP 98952157	A	19981008	200038
			WO 98US21218	A	19981008	
US 6128599	A	20001003	US 97948144	A	19971009	200050
JP 2001520425	W	20011030	WO 98US21218	A	19981008	200202
			JP 2000516458	A	19981008	

Priority Applications (No Type Date): US 98118414 A 19980717; US 97948144 A  
19971009

Patent Details:

Patent No	Kind	Lan Pg	Main IPC	Filing Notes
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WO 9920013	A2 E	66	H04K-000/00	
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Designated States (National): AL AM AT AU AZ BA BB BG BR BY CA CH CN CU  
CZ DE DK EE ES FI GB GD GE GH GM HR HU ID IL IS JP KE KG KP KR KZ LC LK  
LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ  
TM TR TT UA UG UZ VN YU ZW

Designated States (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR  
IE IT KE LS LU MC MW NL OA PT SD SE SZ UG ZW

AU 9897923	A			Based on patent WO 9920013
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EP 1023791	A2 E		H04K-001/00	Based on patent WO 9920013
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Designated States (Regional): AL AT BE CH CY DE DK ES FI FR GB GR IE IT  
LI LT LU LV MC MK NL PT RO SE SI

US 6128599	A		G06F-017/60	
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JP 2001520425	W	49	G07G-001/12	Based on patent WO 9920013
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Abstract (Basic): WO 9920013 A2

NOVELTY - A group for participation is registered in a group reward program. The group includes two consumers. A performance of the group is measured and a goal achieved by the group is stored. An eligibility of the group to receive the group reward is determined based on a performance and the goal. The performance is compared to the goal and an eligibility of the group to receive the group reward is determined based on the compared performance and the goal.

DETAILED DESCRIPTION - An INDEPENDENT CLAIM is included for a method for participating in a group reward program, an apparatus for managing a group reward program, a computer readable medium encoded with processing instructions for implementing a method for managing a group reward program, a method for implementing a group reward program, a method for implementing a consumer group reward program, a method for processing a transaction in accordance with a group reward program, an apparatus for implemented a group reward program, an apparatus for processing a transaction in accordance with a group reward program.

USE - For computer applications, point of sale system.

ADVANTAGE - Allows two or more consumers to register as a group or shopping team with merchant who manages a group reward program.

DESCRIPTION OF DRAWING(S) - The figure shows a schematic block diagram illustrating a network server that controls the network of point of sale terminals maintained by a merchant in accordance with an embodiment of the invention.

pp; 66 DwgNo 2/9

Title Terms: GROUP; REWARD; PROGRAM; MANAGE; METHOD; COMPUTER; APPLY; POINT  
; SALE; SYSTEM

Derwent Class: T01; T05  
International Patent Class (Main): G06F-017/60 ; G07G-001/12; H04K-000/00;  
H04K-001/00  
File Segment: EPI

20/5/46 (Item 42 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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011559131 \*\*Image available\*\*

WPI Acc No: 1997-535612/199749

Related WPI Acc No: 1997-108771; 1997-108772; 1997-298391; 1997-513046;  
1999-166470; 2001-059466; 2002-235561; 2002-360789; 2002-360812;  
2002-581862; 2003-199346; 2003-299173; 2003-898634; 2004-246848;  
2004-497080; 2005-020218; 2005-504651

XRPX Acc No: N97-445911

Distributed electronic tournament system for administering game  
tournament - operates multiple database-driven distributed game  
tournaments for remotely located players

Patent Assignee: WALKER ASSET MANAGEMENT LP (WALK-N); JORASCH J A (JORA-I);  
WALKER J S (WALK-I); WALKER DIGITAL LLC (WALK-N)

Inventor: JORASCH J A; WALKER J S

Number of Countries: 076 Number of Patents: 008

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
WO 9739811	A1	19971030	WO 97US7703	A	19970422	199749 B
AU 9729346	A	19971112	AU 9729346	A	19970422	199811
US 5779549	A	19980714	US 96635576	A	19960422	199835
EP 1021228	A1	20000726	EP 97923574	A	19970422	200037
			WO 97US7703	A	19970422	
JP 2000508940	W	20000718	JP 97538366	A	19970422	200037
			WO 97US7703	A	19970422	
US 6224486	B1	20010501	US 96635576	A	19960422	200126
			US 9828781	A	19980224	
US 20010004609	A1	20010621	US 96635576	A	19960422	200137
			US 9828781	A	19980224	
			US 2001768567	A	20010124	
US 6425828	B2	20020730	US 96635576	A	19960422	200254
			US 9828781	A	19980224	
			US 2001768567	A	20010124	

Priority Applications (No Type Date): US 96635576 A 19960422; US 9828781 A  
19980224; US 2001768567 A 20010124

Cited Patents: US 5083271

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

WO 9739811 A1 E 48 A63F-009/24

Designated States (National): AL AM AT AU AZ BA BB BG BR BY CA CH CN CU  
CZ DE DK EE ES FI GB GE HU IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV  
MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK TJ TM TR TT UA UG UZ  
VN

Designated States (Regional): AT BE CH DE DK EA ES FI FR GB GH GR IE IT  
KE LS LU MC MW NL OA PT SD SE SZ UG

AU 9729346 A A63F-009/24 Based on patent WO 9739811

US 5779549 A A63F-009/22

EP 1021228 A1 E A63F-009/24 Based on patent WO 9739811

Designated States (Regional): AL AT BE CH DE DK ES FI FR GB GR IE IT LI  
LT LU LV MC NL PT RO SE SI

JP 2000508940 W 49 A63F-013/00 Based on patent WO 9739811

US 6224486 B1 A63F-009/22 Cont of application US 96635576

US 20010004609 A1	A63F-009/24	Cont of patent US 5779549 Cont of application US 96635576 Cont of application US 9828781 Cont of patent US 5779549 Cont of patent US 6224486
US 6425828 B2	A63F-009/24	Cont of application US 96635576 Cont of application US 9828781 Cont of patent US 5779549 Cont of patent US 6224486

Abstract (Basic): WO 9739811 A

The system (100) for a distributed electrons tournament system includes remotely located players which participate in a tournament through input/output devices (104,106) connected (108) to a central controller (102) which manages the tournament. Each player communicating with the central controller (102) through an associated input/output device (106,104) is uniquely identified, and in response to the payment of an entry fee by the player, they are allowed to participate in a tournament occurring within a fixed time window via an associated input/output device (104,106).

A database stores player information as the player participates in the tournament. The information is available for use in a subsequent tournament, which is administered by the controller in which the player participates. Prizes are awarded to a player for achieving a pre-determined performance level in the tournament.

USE/ADVANTAGE - Database driven on-line distributed tournament system. Simplified collection of entry fees and payment of prizes, and allows for rating and handicap systems. Allows coordination of multiple tournaments, making each tournament part of whole rather than individual event.

Dwg.1/9

Title Terms: DISTRIBUTE; ELECTRONIC; TOURNAMENT; SYSTEM; ADMINISTER; GAME; TOURNAMENT; OPERATE; MULTIPLE; DATABASE; DRIVE; DISTRIBUTE; GAME; TOURNAMENT; REMOTE; LOCATE; PLAY

Derwent Class: P36; T01; W04

International Patent Class (Main): A63F-009/22; A63F-009/24; A63F-013/00

International Patent Class (Additional): G06F-017/00

File Segment: EPI; EngPI

20/5/47 (Item 43 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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011549525 \*\*Image available\*\*

WPI Acc No: 1997-526006/199748

XRPX Acc No: N97-438414

Performing data reconstruction on drive in disk array system using dynamic load balancing techniques - creating rebuild requests based on number of host requests on execution queue and user-specified amount of disk array bandwidth to be used for reconstruction operations

Patent Assignee: DELL USA LP (DELL-N)

Inventor: JONES C

Number of Countries: 001 Number of Patents: 001

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
US 5680539	A	19971021	US 95500760	A	19950711	199748 B

Priority Applications (No Type Date): US 95500760 A 19950711

Patent Details:

Patent No Kind Lan Pg Main IPC Filing Notes

US 5680539 A 13 G06F-011/00

Abstract (Basic): US 5680539 A

During non-idle periods, a rebuild task monitors the current host command queue depth generated by the host and submits additional rebuild requests accordingly. Rebuild requests are preferably sized based on the current rebuild queue depth and the user-selected performance allotment for rebuild operations to maintain a predictable level of performance degradation. Therefore, the rebuild task dynamically compensates for host command queue depth by queueing an appropriate number of rebuild requests of varying size so that neither requesting task dominates. This compensates e.g. s when the host queues requests deeply, such as during write cache flushing, while also preserving responsiveness when the host has one single thread of activity.

Alternatively, the disk controller includes a first queue which is relatively deep and a second intermediate queue which is relatively shallow. Host requests are queued into the first queue and are then filtered into the intermediate queue. The rebuild task queues rebuild requests directly into the intermediate level queue, whose command queue depth is limited to very few requests. The variation in command queue depth due to host requests is filtered out and by the first queue, and performance degradation is controlled more consistently.

ADVANTAGE - Dynamically compensates for host command queue depth during data rebuild process and thus maintains predictable level of performance during data reconstruction operations.

Dwg.6/7

Title Terms: PERFORMANCE; DATA; RECONSTRUCT; DRIVE; DISC; ARRAY; SYSTEM; DYNAMIC; LOAD; BALANCE; TECHNIQUE; REBUILD; REQUEST; BASED; NUMBER; HOST; REQUEST; EXECUTE; QUEUE; USER; SPECIFIED; AMOUNT; DISC; ARRAY; BANDWIDTH; RECONSTRUCT; OPERATE

Derwent Class: T01; U21

International Patent Class (Main): G06F-011/00

International Patent Class (Additional): G06F-011/08 ; G06F-011/16

File Segment: EPI

20/5/48 (Item 44 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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008793807 \*\*Image available\*\*

WPI Acc No: 1991-297821/199141

XRPX Acc No: N91-228199

Clock skew reduction in large-scale integrated circuits - equalising level delays by adjusting capacitance of terminators in each net at each level

Patent Assignee: IBM CORP (IBMC ); INT BUSINESS MACHINES CORP (IBMC )

Inventor: JOHNSON C L; LEMBACH R F; RUDOLPH B G; WILLIAMS R R

Number of Countries: 005 Number of Patents: 005

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
EP 451079	A	19911009	EP 91480037	A	19910305	199141 B
US 5077676	A	19911231	US 90502474	A	19900330	199204
JP 4225476	A	19920814	JP 9144115	A	19910218	199239
EP 451079	A3	19920325	EP 91480037	A	19910305	199327
US 5235521	A	19930810	US 90502474	A	19900330	199333
			US 91773061	A	19911008	

Priority Applications (No Type Date): US 90502474 A 19900330; US 91773061 A

19911008

Cited Patents: NoSR.Pub; 8.Jnl.Ref; EP 258975; EP 355769; JP 59024324; JP 61199329; US 4812684

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
EP 451079	A				

Designated States (Regional): DE FR GB

JP 4225476	A	14	G06F-015/60	
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US 5235521	A	14	G06F-015/60	Div ex application US 90502474 Div ex patent US 5077676
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Abstract (Basic): EP 451079 A

The method defines a number of clock trees for the chips and clock signals. Each of the trees have the same number of levels, including one or more upper levels. An initial upper level receives the clock signal, and includes one or more deep levels. A final deep level is coupled directly to the functional logic for distributing the clock signal. Separate fixed level delays are defined for each level. The level delays at each of the levels is the same for all of the trees on all of the chips. Clock logic is created for all of the trees and nets are created for interconnecting the logic. The upper levels of all the trees contain driver circuits having the same, fixed performance for each of the upper levels and also contain terminator circuits having multiple capacitances. The deep levels contain driver circuits having multiple performances, potentially different for every net in the deep levels. A load is estimated for each net in each of the deep levels of all the trees.

ADVANTAGE - Low design time. (16pp Dwg.No.1/5)

Title Terms: CLOCK; SKEW; REDUCE; SCALE; INTEGRATE; CIRCUIT; EQUAL; LEVEL; DELAY; ADJUST; CAPACITANCE; TERMINATE; NET; LEVEL

Derwent Class: T01; U13; U21

International Patent Class (Main): G06F-015/60

International Patent Class (Additional): G06F-001/10 ; H03K-005/15;

H03K-019/00

File Segment: EPI

20/5/49 (Item 45 from file: 350)

DIALOG(R) File 350:Derwent WPIX

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007822491

WPI Acc No: 1989-087603/198912

XRPX Acc No: N89-066794

**Incentive award computer program system - stores information identifying participants and allocates monetary amounts through credit instalments according to performance level**

Patent Assignee: MERIDIAN ENTR INC (MERI-N)

Inventor: BURTON J F; HENKE D L

Number of Countries: 010 Number of Patents: 002

Patent Family:

Patent No	Kind	Date	Applicat No	Kind	Date	Week
EP 308224	A	19890322	EP 88308540	A	19880915	198912 B
US 5025372	A	19910618	US 89412570	A	19890925	199127

Priority Applications (No Type Date): US 8798008 A 19870917; US 89412570 A 19890925

Cited Patents: A3...9036; GB 2076201; GB 2161629; GB 2184029; No-SR.Pub

Patent Details:

Patent No	Kind	Lan	Pg	Main IPC	Filing Notes
EP 308224	A	E	46		

Designated States (Regional): BE CH DE FR GB IT LI NL SE

Abstract (Basic): EP 308224 A

The incentive award program system has computer memory for data storing of information identifying participants , and credit instruments for participants. A computer data processor assigns individual credit instrument account numbers and corresponding accounts to individual participants. A computer memory stores levels of performance to be achieved by participants under the incentive program.

The participants have money paid to the participants' credit instrument accounts. A computer data processor allocates monetary amounts to be available for use through the individual participant's credit instruments based on the participant 's meeting of a level of performance under the incentive program.

USE/ADVANTAGE - Company sales promotion. Profitable.

.0/7

Title Terms: AWARD; COMPUTER; PROGRAM; SYSTEM; STORAGE; INFORMATION; IDENTIFY; PARTICIPATING; ALLOCATE; MONEY; AMOUNT; THROUGH; CREDIT; ACCORD ; PERFORMANCE; LEVEL

Derwent Class: T01

International Patent Class (Additional): G06F-015/21

File Segment: EPI

?

Set	Items	Description
S1	1095721	SELECT? OR CHOOS? OR CHOSE? OR CHOICE? OR PRESELECT?
S2	220623	REWARD? OR INCENTIVE? OR GIFT? OR COMPENSAT? OR AWARD? OR - BONUS?
S3	410646	PERFORMANCE? ?
S4	844497	GOAL? ? OR TARGET? ? OR LEVEL? ?
S5	1161625	CONSUMER? OR USER? OR BUYER? OR PARTICIPANT? OR CUSTOMER? - OR CLIENT? OR SUBSCRIBER? OR MEMBER? ? OR INDIVIDUAL? OR PERS- ON? ?
S6	78652	HIREE? ? OR STUDENT? ? OR EMPLOYEE? ? OR WORKER? ? OR STAFF
S7	63911	S1(4N)S4
S8	355	S7(10N)S2
S9	45	S8(12N)S5
S10	7	S8(S)S6
S11	18566	S3(5N)S4
S12	178	S11(12N)S2
S13	31260	S4(3N)(MET OR MEET? OR REACH OR ATTAIN?)
S14	741	S13(S)S2
S15	139	S14(12N)S5
S16	23	S14(25N)S6
S17	58	S12(S)(S5 OR S6)
S18	238	S15 OR S16 OR S17 OR S9 OR S10
S19	84	S18 AND IC=G06F-017/60
S20	4	S19 NOT PY>1999
S21	8	S19 NOT AY>1999
S22	8	S20 OR S21

? show file

File 348:EUROPEAN PATENTS 1978-2005/Oct W03

(c) 2005 European Patent Office

File 349:PCT FULLTEXT 1979-2005/UB=20051020,UT=20051013

(c) 2005 WIPO/Univentio



22/3,K/1 (Item 1 from file: 349)  
DIALOG(R)File 349:PCT FULLTEXT  
(c) 2005 WIPO/Univentio. All rts. reserv.

00762418 \*\*Image available\*\*

**METHOD AND SYSTEM FOR MONITORING PURCHASING TRENDS  
PROCEDE ET SYSTEME DE SUIVI DE TENDANCES D'ACHAT**

Patent Applicant/Assignee:

CATALINA MARKETING INTERNATIONAL INC, 11300 9TH Street North, St.  
Petersburg, FL 33716, US, US (Residence), US (Nationality)

Inventor(s):

VANDEVELDE Scott, 239 Carriage Trail, Barrington, IL 60010, US

Legal Representative:

GHOLZ Charles L, Oblon, Spivak, McClelland, Maier & Neustadt, P.C.,  
Crystal Square Five, 4th floor, 1755 Jefferson Davis Highway,  
Arlington, VA 22202, US

Patent and Priority Information (Country, Number, Date):

Patent: WO 200075825 A1 20001214 (WO 0075825)

Application: WO 99US18826 19990827 (PCT/WO US9918826)

Priority Application: US 99324500 19990602

Designated States:

(Protection type is "patent" unless otherwise stated - for applications  
prior to 2004)

AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB  
GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD  
MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ  
VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW SD SL SZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 17045

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... a predetermined period of time, corrective action may be taken such as  
a progressive heavy user where subsequent purchases of the product are  
rewarded .

On the other hand, if trends are being met, a triggering product can be  
removed...

22/3,K/2 (Item 2 from file: 349)  
DIALOG(R)File 349:PCT FULLTEXT  
(c) 2005 WIPO/Univentio. All rts. reserv.

00752104 \*\*Image available\*\*

**METHODS FOR PROCESSING A GROUP OF ACCOUNTS CORRESPONDING TO DIFFERENT  
PRODUCTS**

**PROCEDES PERMETTANT DE TRAITER UN GROUPE DE COMPTES CORRESPONDANT A  
DIFFERENTS PRODUITS**

Patent Applicant/Assignee:

FIRST DATA RESOURCES INC, 10828 Farnam Drive, Omaha, NE 68154, US, US  
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

BLAGG Lynn Holm, 18318 Sunset Lane, Omaha, NE 68135, US, US (Residence),  
US (Nationality), (Designated only for: US)  
KATHOL Eugene, 13423 Corby Circle, Omaha, NE 68164, US, US (Residence),  
US (Nationality), (Designated only for: US)  
VOVK Paula J, 129 South 69th Street, Omaha, NE 68132, US, US (Residence),  
US (Nationality), (Designated only for: US)  
TIMMINS Debra A, 6127 South 151st Street, Omaha, NE 68137, US, US  
(Residence), US (Nationality), (Designated only for: US)  
RASHLEIGH Carol Ann, 3870 North 65th Avenue, Omaha, NE 68104, US, US  
(Residence), US (Nationality), (Designated only for: US)  
HODGES Michael David, 5119 North 134th Street, Omaha, NE 68164, US, US  
(Residence), US (Nationality), (Designated only for: US)  
BECK Darren D, 11928 Ira Street, Gretna, NE 68028, US, US (Residence), US  
(Nationality), (Designated only for: US)

Legal Representative:

HOLMES Brenda Ozaki (agent), Kilpatrick Stockton LLP, 2400 Monarch Tower,  
3424 Peachtree Road, N.E., Atlanta, GA 30326, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200065502 A2 20001102 (WO 0065502)  
Application: WO 99US31315 19991230 (PCT/WO US9931315)  
Priority Application: US 99298417 19990423

Designated States:

(Protection type is "patent" unless otherwise stated - for applications  
prior to 2004)

AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB  
GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA  
MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA  
UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 22030

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... held by members of the family could be collected in a  
single statement.

If the **members** of a family hold distinct accounts, the  
**reward** points earned by the family **members** are generally divided  
among different **reward** programs and/or different accounts. An issuer  
may find a marketing advantage if the accounts could be pooled together,  
making it easier for the **members** of the family to **reach** a point **goal**

Thus, there is a need for pooling reward points earned by different  
**individuals** using different accounts.

Depending upon the age and status of the children, the  
mother and...

22/3,K/3 (Item 3 from file: 349)  
DIALOG(R)File 349:PCT FULLTEXT

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00571538     \*\*Image available\*\*

SYSTEM FOR MODELING, MEASURING, MANAGING, AND DEPICTING THE EFFECTS OF  
BUSINESS DECISIONS ON MARKET VALUE

SYSTEME DE MODELISATION, D'EVALUATION, DE GESTION ET DE DESCRIPTION DES  
CONSEQUENCES DE DECISIONS COMMERCIALES SUR LA VALEUR MARCHANDE

Patent Applicant/Assignee:

ARTHUR ANDERSEN LLP,  
LIBERT Barry D,  
GINIAT Edward J,  
NOTT Madhu S,  
BOULTON Richard E S,  
HODGKINSON Robert,

Inventor(s):

LIBERT Barry D,  
GINIAT Edward J,  
NOTT Madhu S,  
BOULTON Richard E S,  
HODGKINSON Robert,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200034911 A2 20000615 (WO 0034911)

Application: WO 99US29467 19991211 (PCT/WO US9929467)

Priority Application: US 98111801 19981211; US 99283801 19990401

Designated States:

(Protection type is "patent" unless otherwise stated - for applications  
prior to 2004)

AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB  
GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA  
MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA  
UG US UZ VN YU ZA ZW GH GM KE LS MW SD SL SZ TZ UG ZW AM AZ BY KG KZ MD  
RU TJ TM AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE BF BJ CF  
CG CI CM GA GN GW ML MR NE SN TD TG

Publication Language: English

Fulltext Word Count: 39382

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... levels, but the structure itself Compensation effectiveness relates to  
a combination of factors, including salary, bonuses, equity and other  
forms of gain-sharing that motivate performance and align the goals  
of individuals and the company. Effectiveness of compensation is  
reflected in employee loyalty and turnover rates, as well as recruiting  
and retraining costs. Productivity levels by individual /teams may be a  
useful, indirect measure.

Date Field: Propensity to leverage in-bound partners...

22/3,K/4     (Item 4 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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00561871     \*\*Image available\*\*

METHOD AND SYSTEM FOR PROVIDING CONTESTS OF SKILL GROUPED WITH MULTI-LEVEL  
MARKETING

PROCEDE ET SYSTEME FOURNISSANT DES CONCOURS DE QUALIFICATIONROUPES AVEC UN

**MARKETING A NIVEAUX MULTIPLES**

Patent Applicant/Assignee:

WORLD STORIES LLC, 6 Demarest Court, Englewood Cliffs, NJ 07632, US, US  
(Residence), US (Nationality)

Inventor(s):

NEGIN Jay, 6 Demarest Court, Englewood Cliffs, NJ 07632, US,  
PESKIN Donald, 2 Sinclaire Terrace, Short Hills, NJ 07078, US,

Legal Representative:

MAIER Gregory J (et al) (agent), Oblon, Spivak, McClelland, Maier &  
Neustadt, P.C., Suite 400, 1755 Jefferson Davis Highway, Arlington, VA  
22202, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200025244 A1 20000504 (WO 0025244)

Application: WO 99US21470 19991020 (PCT/WO US9921470)

Priority Application: US 98105373 19981023; US 98215294 19981218

Designated States:

(Protection type is "patent" unless otherwise stated - for applications  
prior to 2004)

AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB  
GE GH GM HR HU ID IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG  
MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG UZ  
VN YU ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 7755

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... invention also includes various sales incentives, in addition to the  
standard commission schedule, to motivate **subscribers** to **attain**  
certain referrals **targets**. For example, a **bonus** is paid to the first  
**subscriber** who attains a certain number of **subscribers** in his entire  
network (directly or indirectly) or to any subscriber who refers more  
than a certain number of **subscribers** directly in a particular month.  
Such sales **incentives** may motivate **subscribers**, particularly  
high-referral **subscribers**, to intensify their efforts and increase  
their results.

Affinity groups also will be targeted. Story...

22/3,K/5 (Item 5 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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00515356 \*\*Image available\*\*

**METHOD AND SYSTEM FOR DELIVERING AND REDEEMING DYNAMICALLY AND ADAPTIVELY  
CHARACTERIZED PROMOTIONAL INCENTIVES ON A COMPUTER NETWORK**

**PROCEDE ET SYSTEME PERMETTANT DE DISTRIBUER ET D'ECHANGER DES INCITATIONS  
PROMOTIONNELLES CARACTERISEES DE MANIERE DYNAMIQUE ET ADAPTATIVE SUR UN  
RESEAU**

Patent Applicant/Assignee:

IQ COMMERCE CORPORATION,

Inventor(s):

MEYER Carl,  
HOEBER Anthony N,  
KAY Erik A,  
BARTLETT Stephen W,

Patent and Priority Information (Country, Number, Date):

Patent: WO 9946708 A1 19990916  
Application: WO 99US4970 19990305 (PCT/WO US9904970)  
Priority Application: US 9877630 19980311

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GD GE GH  
GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN  
MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ VN YU ZW  
GH GM KE LS MW SD SL SZ UG ZW AM AZ BY KG KZ MD RU TJ TM AT BE CH CY DE  
DK ES FI FR GB GR IE IT LU MC NL PT SE BF BJ CF CG CI CM GA GN GW ML MR  
NE SN TD TG

Publication Language: English

Fulltext Word Count: 41062

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... payment vehicle are enabled. This would make it impossible for a  
vendor to redeerfl an **incentive** from a **member** that did not actually  
purchase the applicable goods or services, and would make data analysis  
...

22/3,K/6 (Item 6 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

(c) 2005 WIPO/Univentio. All rts. reserv.

00489751 \*\*Image available\*\*

**SYSTEM AND METHOD FOR INCENTIVE PROGRAMS AND AWARD FULFILLMENT**

**SYSTEME ET PROCEDE D'APPLICATION DE PROGRAMMES D'INCITATION ET D'OBTENTION  
DE RECOMPENSE**

Patent Applicant/Assignee:

EGGLESTON York,

Inventor(s):

EGGLESTON York,

UKHOV Andrey,

Patent and Priority Information (Country, Number, Date):

Patent: WO 9921103 A2 19990429  
Application: WO 98US21765 19981015 (PCT/WO US9821765)  
Priority Application: US 9763180 19971020; US 9767776 19971210; US  
9840490 19980318

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GE GH GM  
HR HU ID IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX  
NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ VN YU ZW GH GM  
KE LS MW SD SZ UG ZW AM AZ BY KG KZ MD RU TJ TM AT BE CH CY DE DK ES FI  
FR GB GR IE IT LU MC NL PT SE BF BJ CF CG CI CM GA GN GW ML MR NE SN TD  
TG

Publication Language: English

Fulltext Word Count: 31120

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... be within the sponsor's firm or outside the sponsor's firm. Inside the firm, **employees** are typically rewarded for certain actions by winning prizes or points. Outside the firm, consumers...

...awards or prizes by playing games of chance or games of skill. The sponsor can select the **target** of the incentive program, which can, for example, be **employees**, suppliers, or **customers** of the sponsor. The sponsor can select from 1 5 a set of common descriptions of incentive programs from a list including **employee** morale programs, promotions, incentive programs, sweepstakes, giveaways, games, and coupons. The sponsor can select from...

...incentive program, or long-term, such as in a sweepstakes, performance reward program, **employee** loyalty program, or customer loyalty program. The sponsor can select from a wide variety of...

22/3,K/7 (Item 7 from file: 349)

DIALOG(R) File 349:PCT FULLTEXT

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00488661 \*\*Image available\*\*

POINT-OF-SALE SYSTEM AND METHOD FOR THE MANAGEMENT OF GROUP REWARDS

SYSTEME DE POINT DE VENTE ET PROCEDURE DE GESTION DE RECOMPENSES POUR GROUPES

Patent Applicant/Assignee:

WALKER ASSET MANAGEMENT LIMITED PARTNERSHIP,

Inventor(s):

WALKER Jay S,

TEDESCO Daniel E,

VAN LUCHENE Andrew S,

Patent and Priority Information (Country, Number, Date):

Patent: WO 9920013 A2 19990422

Application: WO 98US21218 19981008 (PCT/WO US9821218)

Priority Application: US 97948144 19971009; US 98118414 19980717

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GD GE GH  
GM HR HU ID IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW  
MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ VN YU ZW GH  
GM KE LS MW SD SZ UG ZW AM AZ BY KG KZ MD RU TJ TM AT BE CH CY DE DK ES  
FI FR GB GR IE IT LU MC NL PT SE BF BJ CF CG CI CM GA GN GW ML MR NE SN  
TD TG

Publication Language: English

Fulltext Word Count: 10033

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Claims

Detailed Description

... records are maintained by the merchant's computerized point-of-sale network, and when the **consumer**'s purchases reach a predetermined level, the merchant may issue a reward to the

**consumer** . Like the manual frequent shopper program discussed above, the **reward** in such an automated system is typically a discount on future purchases or a free...June 1, 1998 and July 1, 1998.

Upon registration in a group reward program, each **consumer** in the group may receive a frequent shopper card that contains an identifier corresponding to the **consumer** and/or an identifier corresponding to the group to which the **consumer** belongs. The card is presented by the **consumer** at a point-of-sale terminal each time he or she undertakes a transaction with...

...through a network server. The point-of-sale terminal records the purchases made by the **consumer** and sends the purchase record to the network server for storage. The network server, in...

...and determines a status of the group by comparing the transaction data stored for each **consumer** in the group to

4

a goal stored in the system for the subject group. Rewards can be issued either automatically or manually by the merchant when the purchasing **performance** of the group meets the **goal** established for the **reward** .

The purchasing performance of the group can be determined in several ways. For example, in...the consumer's portion of the value of the reward should the group fail to **meet** the program's **goal** . Since the **reward** is offered up-front, **consumers** are better motivated to join the instant group **reward** program. Because the pre-issued **reward** is secured by the **consumer** , he or she is further motivated to achieve the merchant's established 15 goals...to work for the common goal necessary to be eligible for a group reward. The **consumers** therefore have more of a motivation to **meet** a purchasing **goal** than in previous programs. I 0 Since **consumers** are better motivated in the instant program, there will be more compliance with the program...account. In a second embodiment, a penalty may be charged against the account when a **consumer** or a group fails to **meet** the purchasing **goals** set by the merchant for the group **reward** program. In an upfront **reward** embodiment, the **consumer** may be provided with a group **reward** upon registration. The value of the group reward may be secured by an open

20...

...to either the value of the reward or a portion of the value of the **reward** , against the financial account should the **consumer** and/or the group fail to **meet** the purchasing **goal** established by the merchant. Further uses of the financial account will be apparent to one...

#### Claim

... of said consumers; and  
charging said financial account for at least a portion of a **reward** value  
corresponding to the group **reward** if said **performance** is less than said **goal** .

14 The method of claim 5, wherein the issuing step further comprises:  
issuing the group...a goal for each of said consumers to achieve in order to  
receive a group **reward** ;  
measuring a performance of each of said **consumers** ;  
comparing each **performance** to said **goal** ; and if each **performance** is at

least equal to said goal:  
storing an eligibility of said group to receive said group reward.  
27

. A method for implementing a **consumer** group reward program,  
comprising:  
identifying at least two **consumers** as a group in a group reward  
program;  
assigning a **consumer** identifier to each of said **consumers** ;  
assigning a group identifier to said group;  
establishing a goal for said group to achieve...

...a group  
reward;  
measuring at least one shopping performance of at least one of said  
**consumers** ;  
comparing said performance to said goal and if said performance is at  
least equal to...a goal for each of said consumers to  
achieve in order to receive a group reward ;  
measure a performance of each of said **consumers** ;  
compare each **performance** to said goal ; and  
store an eligibility of said group to receive said group reward . 20 54.  
A computer readable medium encoded with processing instructions for  
implementing a method for implementing a group reward program, the method  
comprising:  
identifying at least two **consumers** as a group in a group reward  
program;  
assigning a **consumer** identifier to each of said **consumers** ;  
assigning a group identifier to said group;  
establishing a goal for each of said **consumers** to achieve in order to  
receive a group reward ;  
measuring a performance of each of said **consumers** ;  
comparing each **performance** to said goal ; and if each **performance** is  
at  
least equal to said goal:  
storing an eligibility of said group to receive said group reward.  
29

. An apparatus for implementing a **consumer** group reward program,  
comprising:  
a storage device; and  
a processor connected to the storage device...

...controlling the processor; and  
the processor operative with the program to:  
identify at least two **consumers** as a group in a group reward  
program;  
assign a **consumer** identifier to each of said **consumers** ;  
assign a group identifier to said group;  
record a goal for said group to achieve...

...a group  
reward;  
measure at least one shopping performance of at least one of said  
**consumers** ;  
1 5 compare said performance to said goal; and if said performance is  
at least...

22/3,K/8 (Item 8 from file: 349)  
DIALOG(R) File 349:PCT FULLTEXT  
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00438235      \*\*Image available\*\*

SYSTEM AND METHOD FOR ADMINISTRATION OF AN INCENTIVE AWARD PROGRAM THROUGH  
USE OF CREDIT

SYSTEME ET PROCEDE POUR LA GESTION D'UN PROGRAMME D'INCITATION AU MOYEN DU  
CREDIT

Patent Applicant/Assignee:

MERIDIAN ENTERPRISES INC,

Inventor(s):

FRASER Michael L,

Patent and Priority Information (Country, Number, Date):

Patent: WO 9828699 A1 19980702

Application: WO 97US10773 19970620 (PCT/WO US9710773)

Priority Application: US 96773683 19961224

Designated States:

(Protection type is "patent" unless otherwise stated - for applications  
prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GE HU IL  
IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT  
RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ VN YU ZW GH KE LS MW SD SZ  
UG ZW AM AZ BY KG KZ MD RU TJ TM AT BE CH DE DK ES FI FR GB GR IE IT LU  
MC NL PT SE BF BJ CF CG CI CM GA GN ML MR NE SN TD TG

Publication Language: English

Fulltext Word Count: 10163

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... problem is that there is usually only one  
vacation spot to select from if the goal is met . In some  
cases, Participants in one geographical area, such as in the  
eastern half of the U.S., are...

...in

Florida, for example, while those in the western half of the  
U.S. are awarded a vacation to a different spot such as  
Hawaii. However, each Participant is limited to choosing  
only one vacation spot. If the Participants have been to  
...to achieve.

Finally, some incentive programs have awarded a flat  
payment of cash to the Participants for attaining a certain  
goal . This type of program has the disadvantage of the  
award not effectively bringing the sponsor's identity to the  
Participant 's attention. Once the cash is paid, there is  
little to trigger the Participant's...

?

Set	Items	Description
S1	5588661	SELECT? OR CHOOS? OR CHOSE? OR CHOICE? OR PRESELECT?
S2	5120868	REWARD? OR INCENTIVE? OR GIFT? OR COMPENSAT? OR AWARD? OR - BONUS?
S3	4376747	PERFORMANCE? ?
S4	8975002	GOAL? ? OR TARGET? ? OR LEVEL? ?
S5	513265	S1(4N) (CONSUMER? OR USER? OR BUYER? OR PARTICIPANT? OR CUS- TOMER? OR CLIENT? OR SUBSCRIBER? OR MEMBER? ? OR INDIVIDUAL? - OR PERSON? ?)
S6	88396	S1(4N) (HIREE? ? OR STUDENT? ? OR EMPLOYEE? ? OR WORKER? ? - OR STAFF)
S7	31131	S1(3N) (THEMSELVES OR HIMSELF OR HERSELF OR SELF OR SELVES)
S8	6524539	SET OR SETS OR STTING
S9	248796	S4(3N)S8
S10	13100	S4(7N) (S6 OR S7 OR S5)
S11	5818	S9(5N) (THEMSELVES OR HIMSELF OR HERSELF OR SELF OR SELVES)
S12	18908	S10 OR S11
S13	1059	S12(S)S3
S14	56	S13(25N)S2
S15	425650	S4(3N) (MET OR MEET? OR REACH OR ATTAIN?)
S16	15911	S15(30N)S2
S17	63	S16(20N) (S5 OR S6 OR S7)
S18	118	S17 OR S14
S19	43	S18 NOT PY>1999
S20	34	S19 NOT PD=19990818:20020818
S21	30	RD (unique items)

? show file

File 20:Dialog Global Reporter 1997-2005/Oct 26  
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(c) 2005 PR Newswire Association Inc

File 624:McGraw-Hill Publications 1985-2005/Oct 26  
(c) 2005 McGraw-Hill Co. Inc

File 634:San Jose Mercury Jun 1985-2005/Oct 25  
(c) 2005 San Jose Mercury News

File 810:Business Wire 1986-1999/Feb 28  
(c) 1999 Business Wire

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(c) 1999 PR Newswire Association Inc

File 570:Gale Group MARS(R) 1984-2005/Oct 25  
(c) 2005 The Gale Group

21/3,K/1 (Item 1 from file: 20)  
DIALOG(R)File 20:Dialog Global Reporter  
(c) 2005 Dialog. All rts. reserv.

06107580 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**Fort Worth Star-Telegram, Texas, Worklife Column**  
Sandra Baker  
KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS (FORT WORTH STAR-TELEGRAM - TEXAS)  
July 05, 1999  
JOURNAL CODE: KFWT LANGUAGE: English RECORD TYPE: FULLTEXT  
WORD COUNT: 650

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... the restaurant; he offers a 401(k) program -- almost unheard of for such a small staff; an employee is selected by the staff each month to receive a restaurant gift certificate as employee of the month; and when goals are met, he give bonuses.

Dental assistant Kathy Pannell, who worked as a temporary employee for a few months before...

21/3,K/2 (Item 2 from file: 20)  
DIALOG(R)File 20:Dialog Global Reporter  
(c) 2005 Dialog. All rts. reserv.

04793343 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**L&H's New Volume Licensing Program Simplifies Speech and Language Software Purchases for Corporate Customers**  
BUSINESS WIRE  
March 29, 1999  
JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT  
WORD COUNT: 1121

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... making it easy for organizations to budget for purchases and upgrades. To further simplify purchasing, customers may choose any combination of L&H software products, maintenance or license upgrades to reach a discount level. No contract is required at any point in the program, allowing customers to purchase licenses as easily as they would shrink wrapped software.

Introductory Incentive Program

The L&H Open License Program begins April 1, 1999. L&H will offer...

21/3,K/3 (Item 3 from file: 20)  
DIALOG(R)File 20:Dialog Global Reporter  
(c) 2005 Dialog. All rts. reserv.

04185773 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**Move Over, Cash - With CardEx Travel Certificates, Employers Can Say Bon Voyage to Inconvenient Incentives and Move Closer to Their Goals**  
PR NEWSWIRE  
February 01, 1999  
JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT  
WORD COUNT: 398

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... for years to come.

A booming industry, Incentive Travel is historically one of the best rewards to hit the motivational and incentive scene. By rewarding employees with their choice of extraordinary travel experiences, you are encouraging them in the right direction to reach and exceed their goals.

Individual and group travel make up nearly 40 percent of dollars spent for motivational incentive programs according to the 1997 Incentive Federation Study of the Incentive Merchandise and Travel Marketplace. The same study reports that travel incentives are twice as popular...

21/3,K/4 (Item 4 from file: 20)  
DIALOG(R)File 20:Dialog Global Reporter  
(c) 2005 Dialog. All rts. reserv.

03257495 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**United Bank unveils incentives for employees**  
RECORDER REPORT  
BUSINESS RECORDER  
October 28, 1998  
JOURNAL CODE: WBRE LANGUAGE: English RECORD TYPE: FULLTEXT  
WORD COUNT: 187

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... determine the deficiencies of the past and curb any possible irregularity.

In addition to the incentives / promotions the bank has recently disbursed cash prizes across the network to the selected staff members who have achieved target set on performance and customer service.

"A bank is basically a service organisation where human contacts and values...

21/3,K/5 (Item 5 from file: 20)  
DIALOG(R)File 20:Dialog Global Reporter  
(c) 2005 Dialog. All rts. reserv.

03193565 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**1998 Business Week/Architectural Record Awards Recipients Utilize Architecture to Achieve Strategic Business Goals**  
PR NEWSWIRE  
October 22, 1998  
JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT  
WORD COUNT: 1278

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... AIA, principal, Machado & Silvetti Associates, Inc., of Boston. "For each of the outstanding projects we selected, the architect and client collaboration was very strong and constant."

As organizations respond to evolving customer needs and market forces, the awards salute the architect/client teams who utilize architectural solutions to meet strategic goals. The BW/AR Awards recognize the very best expression of a client's goals through architecture, rewarding the entrepreneurial spirit in both management techniques and physical form. Two of the 1998 recipients...

21/3,K/6 (Item 6 from file: 20)  
DIALOG(R)File 20:Dialog Global Reporter  
(c) 2005 Dialog. All rts. reserv.

01351511 (USE FORMAT 7 OR 9 FOR FULLTEXT)  
**Freedom to pvt cos to sell gas in open market mooted**  
S.P.S. Pannu  
HINDUSTAN TIMES  
April 09, 1998  
JOURNAL CODE: WHTS LANGUAGE: English RECORD TYPE: FULLTEXT  
WORD COUNT: 552

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... go ahead with the privatisation process in respect of exploration blocks which have already been **awarded** in the previous bidding rounds and which are being processed for signing of contracts.

It had been decided at a high-level **meeting** that it would "not be desirable or possible to withdraw such blocks except if the bidding companies **themselves** do not **choose** to pursue or sign them contracts.

Sources said while agreeing with this position ONGC has...

21/3,K/7 (Item 1 from file: 476)  
DIALOG(R)File 476:Financial Times Fulltext  
(c) 2005 Financial Times Ltd. All rts. reserv.

0009516576 BOIB0AIAELFT  
**Technology: Japan's career escalator slows to a halt: Performance-related pay is replacing annual increases and jobs for life, says Bethan Hutton**  
BETHAN HUTTON  
Financial Times, London Edition 1 ED, P 13  
Friday, February 27, 1998  
DOCUMENT TYPE: Features; NEWSPAPER LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
Word Count: 850

...European or American rivals.

Sanwa Bank recently said it would introduce an optional system for **performance** -related pay in its investment banking division. Workers who opt for the system will **set themselves targets** ; those who exceed the targets could be **rewarded** with pay up to 50 per cent higher, but those who fail could find 30...

21/3,K/8 (Item 1 from file: 624)  
DIALOG(R)File 624:McGraw-Hill Publications  
(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

01150404  
**Companies Should Consider the Benefits of ISOs**  
By Donald F. Shelly, Jr.  
Colorado Construction, Vol. 2, No. 7, Pg 41  
July, 1999  
JOURNAL CODE: CC  
SECTION HEADING: Management Issues  
WORD COUNT: 659

TEXT:

...spend the money or spend the dollars to exercise stock options.

ISOs allow companies to reward selected employees with ownership under advantageous terms. Like any plan involving employee ownership, management must first decide the desired goals and how ISOs compare with other alternatives in meeting those goals. As always, competent tax and legal advice is a must before implementing any employee ownership...

21/3,K/9 (Item 2 from file: 624)

DIALOG(R)File 624:McGraw-Hill Publications  
(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

00969346

**HOLDING COMPANIES, COMPENSATION PLANS HIGHLIGHT 1998 ANNUAL MEETING VOTES**  
Electric Utility Week, Vol. 241, No. 15, Pg 10  
September 21, 1998  
JOURNAL CODE: EUW  
SECTION HEADING: MANAGEMENT ISSN: 0046-1695  
WORD COUNT: 5,464

TEXT:

... 114 other ``key employees'' participating. If there was a ``change in control,'' all stock-based awards would vest immediately and all cash-based awards would be paid out in cash, as if all performance targets had been met ``or as the committee may otherwise determine.''

-- Northeast Utilities: the Incentive Plan, intended to qualify under IRC Sec. 162(m). It allows the board's compensation committee to make annual incentive awards to vice presidents and above, and, stock options, restricted stock, SARs, and performance units to ``selected employees.'' All employees of NU are eligible. Also, nonqualified stock options can be awarded to ``non-employee trustees...

21/3,K/10 (Item 3 from file: 624)

DIALOG(R)File 624:McGraw-Hill Publications  
(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

00911421

**NEW BOSS NEW PLAN: CEO Armstrong is moving fast to cut costs and position the giant for the Digital Age. Will his strategy work?**  
By Peter Elstrom in Short Hills, N.J., with Kathleen Kerwin in Detroit and bureau reports

Business Week, Number 3563, Pg 122  
February 2, 1998  
JOURNAL CODE: BW  
SECTION HEADING: Cover Story ISSN: 0007-7135  
WORD COUNT: 4,221

TEXT:

...have specific customers in the back of our minds.''

He's also pushing pay for performance. At its December meeting, the board approved a new compensation structure in which 75% of most

employees' bonuses will be tied to quantitative goals, including sales, profits, and costs. In the past, only...

21/3,K/11 (Item 4 from file: 624)  
DIALOG(R)File 624:McGraw-Hill Publications  
(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

00876152

**MERGERS, DIRECTOR COMPENSATION MOVES HIGHLIGHT ANNUAL MEETINGS THIS YEAR**

Electric Utility Week, Pg 13

July 28, 1997

JOURNAL CODE: EUW

SECTION HEADING: ANNUAL MEETINGS ISSN: 0046-1695

WORD COUNT: 5,562

TEXT:

...relative to other companies or indices.

If there is a ``change in control,'' share-based awards would immediately vest or become exercisable, performance units would be paid out in cash, and performance shares in shares, on the assumption that target goals were met .

And, the Annual Performance Incentive Plan, an amendment and restatement of the existing plan of the same name, also intended to comply with IRC Sec. 162(m). It provides cash incentives to officers and ``other select employees '' based on achievement of performance targets . It is also administered by the compensation committee, which designates participants and sets target, threshold, and maximum award opportunities for each performance criterion, and the weighting among the criteria. If there is a ``change in control,'' all...

21/3,K/12 (Item 5 from file: 624)  
DIALOG(R)File 624:McGraw-Hill Publications  
(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

0724997

**ENVIRO FIRMS TURNING TO INCENTIVE COMPENSATION TO BOOST COMPETITIVENESS**

KH

Hazardous Waste Business, Pg 4

December 13, 1995

JOURNAL CODE: HWB

ISSN: 0897-2699

WORD COUNT: 469

TEXT:

...the firm would defer cost-of-living raises. This money would be put into a `` performance pool," that would be divvied up among the company's leading performers. These individuals would be selected based on ``very specific goals and incentives " depending on the nature of their contributions to performance , Herson said in his remarks during the session on ``management challenges in an uncertain market...

21/3,K/13 (Item 6 from file: 624)  
DIALOG(R)File 624:McGraw-Hill Publications

(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

0535027

**CONNECTICUT DPUC REJECTS BID TO BOOST DSM PERFORMANCE INCENTIVES ABOVE 3%**

Electric Utility Week's Demand Side Report, Pg 1

December 9, 1993

JOURNAL CODE: DSR

ISSN: 1065-8696

WORD COUNT: 390

TEXT:

...target.

The DPUC added that it was not satisfied with the current system in which bonuses were awarded if utility performance surpassed targets set by the utilities themselves. It complained that this made it difficult for the regulators to determine that the companies...

21/3,K/14 (Item 7 from file: 624)

DIALOG(R) File 624: McGraw-Hill Publications

(c) 2005 McGraw-Hill Co. Inc. All rts. reserv.

0021342

**THE WORST CASE OF BUDGET PARALYSIS EVER**

Howard Gleckman and Richard Fly in Washington

Business Week, Number 2969, Pg 30

October 20, 1986

JOURNAL CODE: BW

SECTION HEADING: Top Of The News ISSN: 0007-7135

WORD COUNT: 767

TEXT:

... General Accounting Office could not make automatic, across-the-board cuts if Congress failed to meet Gramm-Rudman's goal on its own. Once that threat was lost, neither Congress nor President Reagan had a compelling incentive to make the tough political choices. Says Senate Budget Committee member Lawton Chiles (D-Fla.): "With the Supreme Court decision pulling the teeth out of Gramm...

21/3,K/15 (Item 1 from file: 634)

DIALOG(R) File 634: San Jose Mercury

(c) 2005 San Jose Mercury News. All rts. reserv.

08723092

**DON'T DIMINISH OUR TEACHERS**

San Jose Mercury News (SJ) - Saturday, August 10, 1996

Edition: Morning Final Section: Editorial Page: 7B

Word Count: 482

TEXT:

... The way to do this is to tighten teacher standards, insist on higher levels of performance, and elevate the profession so that outstanding teachers receive better financial rewards.



21/3,K/16 (Item 1 from file: 810)  
DIALOG(R)File 810:Business Wire  
(c) 1999 Business Wire . All rts. reserv.

0800035 BW0500

**HELLER FINANCIAL:** Heller Financial Reports Record Net Income, Operating Revenues and Originations As Well As Outstanding Portfolio Quality for Full-Year 1997

January 26, 1998

Byline: Business Editors

...a  
modest favorable impact on the company's net income as the increased share of FactoFrance 's earnings was offset by the costs of the transaction.  
-- Total lending assets and investments increased \$ 2 .3 billion during 1997, largely due to record new business originations and the FactoFrance consolidation...

21/3,K/17 (Item 2 from file: 810)  
DIALOG(R)File 810:Business Wire  
(c) 1999 Business Wire . All rts. reserv.

0483828 BW1304

**ALCATEL AMERITECH:** Alcatel selected for Ameritech's UltimateLink(SM) SONET service offering and network upgrades

May 03, 1995

Byline: Business Editors

...in the Chicago area is targeted for completion in September.  
"UltimateLink provides guaranteed service and performance levels and rewards long-distance carriers and other customers that choose Ameritech as their local access services supplier," said Scott Finney an Ameritech product manager for...

21/3,K/18 (Item 3 from file: 810)  
DIALOG(R)File 810:Business Wire  
(c) 1999 Business Wire . All rts. reserv.

0113354 BW042

**CRONUS INDUSTRIES:** Cronus Industries adopts management equity participation plans

January 12, 1989

Byline: Business Editors

...whereby key management employees of the company will be given the opportunity, subject to the attainment of future

earnings goals , to acquire common stock of the company.

The plans consist of three parts: (i) an open market purchase plan, (ii) a **bonus** stock plan and (iii) a stock option plan.

Under the open market purchase plan, **selected** management **participants** will attempt to purchase prior to Feb. 17, 1989 up to an aggregate of 500...

21/3,K/19 (Item 1 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

1238250 ATTH09  
**Holiday Hospitality Introduces Enhanced Hotel Rewards Program**

DATE: March 5, 1998 10:43 EST WORD COUNT: 1,027

... most frequent guests through a new two-tiered elite level structure: Gold Level and Platinum Level . Members **attain** Gold Level status upon staying 20-59 qualifying nights per calendar year within the Holiday Hospitality family of hotels. Gold Level **members** who **choose** to collect points automatically receive a 10% **bonus** on base points earned with each stay.

Members **attain** Platinum Level status upon staying 60 qualifying nights per calendar year and receive a 30% **bonus** on base points earned with each stay. Gold and Platinum level members will be offered...

21/3,K/20 (Item 2 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

1218889 NEW037  
**FACCT Presents First Annual Awards Honoring Paul M. Ellwood Jr., M.D.**

DATE: January 28, 1998 16:31 EST WORD COUNT: 1,305

... more patient-focused and outcomes-focused measures. NCQA is working to integrate its accreditation and **performance** improvement efforts. Its **goal** : to create better information to support informed **choice** among purchasers and **consumers** .

FACCT invited nominations for the Ellwood **Awards** from more than 40 leaders in health care and consumer accountability. The nominations were judged...

21/3,K/21 (Item 3 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

1099657 DEF002  
**Comerica Shareholders Elect Four Directors, Approve Two Proposals**

DATE: May 16, 1997 11:08 EDT WORD COUNT: 417

...Walker, chairman, M.A. Hanna Company.

Shareholders also approved adoption of the Comerica Incorporated

Management Incentive Plan. Under the plan, officers are eligible to receive annual and three-year bonuses, payable in cash and/or shares of the Corporation's common stock, based on the level of attainment of corporate performance goals over one and three-year performance periods taken together with the officer's individual performance.

In addition, shareholders approved adoption of the Comerica Incorporated 1997 Long-Term Incentive Plan. The plan, which replaces the Comerica Incorporated 1991 Long-Term Incentive Plan, is designed to provide selected key employees of the Corporation with an incentive to achieve long-term corporate objectives, to attract and...

21/3,K/22 (Item 4 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

1094722 NEW021  
Dell Leads Industry In Bringing New Technology To The Entry-Level Server Market

DATE: May 7, 1997 10:43 EDT WORD COUNT: 776

... efficiency of its direct business model, Dell is able to quickly bring to market reliable, award-winning servers that feature higher performing, lower cost components ahead of the competition.

"We recognize that customers purchasing entry-level servers want the best performance features at competitive prices," said Lary Evans, vice president of Dell's Server Group. "Today...

21/3,K/23 (Item 5 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0926466 NYTU072  
NAVISTAR'S 'FLAT-FLOOR' CABOVER DESIGN HONORED WITH TRUCK WRITERS OF NORTH AMERICA TECHNICAL ACHIEVEMENT AWARD

DATE: March 19, 1996 14:39 EST WORD COUNT: 394

...president of Navistar's heavy truck business. "The flat floor design reflects Navistar's ongoing goal of meeting our customers' needs with innovative, pioneering technology. With a firm commitment to research and new product development, we hope to be a winner for many years to come."

The TWNA award recognizes technical achievement that significantly enhances efficiency, productivity, profitability or safety. TWNA accepts nominations from the association's editorial members, with winners selected by a committee composed of editors from a variety of trucking industry publications.

Navistar is...

21/3,K/24 (Item 6 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0527222 DV002  
AMAX GOLD WINS ENVIRONMENTAL LEADERSHIP AWARD

DATE: October 21, 1992 10:08 EDT WORD COUNT: 356

...U.S. metals mining industry.

Amax Gold was one of five companies competing for the award this year. Nominees must demonstrate a special awareness and commitment to environmental excellence through planning, performance and the development and use of environmentally sensitive technologies. The judging criteria encompasses mining reclamation...

21/3,K/25 (Item 7 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0501225 c2450  
PROVINCE LAUNCHES NEW INVESTMENT AND EMPLOYEE OWNERSHIP PROGRAM

DATE: July 24, 1992 12:14 ET WORD COUNT: 381

...Ontario business. It will also help to unite business, labour and government in the common goal of meeting our economic challenges," she adds.

Tax incentives are offered in the program which provides two choices for investment. Individuals can invest in Labour Sponsored Investment Funds which, in turn, invest in small and medium...

21/3,K/26 (Item 8 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0228364 DCSAT2  
UNITED PRESS INTERNATIONAL NAMES MALE AND FEMALE 'ATHLETES OF THE DECADE'

DATE: December 16, 1989 14:00 EST WORD COUNT: 364

...Fred McMane said this was the first time UPI had ever given this type of award and that "Our criteria for selecting Male and Female Athletes of the Decade was not based solely on impressive individual statistics. We sought to select those athletes who raised the performance level of their sport in addition to achieving great personal success.

"Martina Navratilova and Wayne Gretzky...

21/3,K/27 (Item 9 from file: 813)  
DIALOG(R)File 813:PR Newswire  
(c) 1999 PR Newswire Association Inc. All rts. reserv.

0104268 DE020  
K MART ESTABLISHES A MINORITY SCHOLARSHIP AWARD PROGRAM AT MICHIGAN STATE UNIVERSITY

DATE: September 14, 1988

12:04 E.T.

WORD COUNT: 390

...will be granted to each unit. Each will award five \$1,000 scholarships to minority students each year. Selection of the recipients will be made at spring term, with the award to be effective the following fall term.

This award is intended to encourage MSU minority students who have demonstrated the capacity to achieve educational and professional goals, the motivation to reach these goals, and the initiative to seek opportunities to further their progress.

"The implementation of the K mart Minority Scholarship Award Program at MSU symbolizes K mart's commitment to higher education and an investment in...

21/3,K/28 (Item 1 from file: 570) ,  
DIALOG(R) File 570:Gale Group MARS(R)  
(c) 2005 The Gale Group. All rts. reserv.

01618069 Supplier Number: 47315138 (USE FORMAT 7 FOR FULLTEXT)  
**Aramark's K-5 Challenge reaching its peak, lunch participation on the rise**  
Nation's Restaurant News, p40  
April 21, 1997  
ISSN: 0028-0518  
Language: English Record Type: Fulltext  
Document Type: Magazine/Journal; Trade  
Word Count: 378

... the mountain theme, K-5 presents students with 'Summit Seekers,' which are intermediate goals and rewards. Students receive points for eating breakfast and lunch, and the more points they receive, the higher they 'climb.'

When students reach selected levels, such as 5,000 'feet,' they receive such rewards as pins or specially themed merchandise. Although there is a complete K-5 Challenge kit...

21/3,K/29 (Item 2 from file: 570)  
DIALOG(R) File 570:Gale Group MARS(R)  
(c) 2005 The Gale Group. All rts. reserv.

01593259 Supplier Number: 47001736  
**Which is a more effective award-- full-ship charters or non-charters?**  
Incentive Managing & Marketing Through Motivation, v171, n1, p70  
Jan, 1997  
ISSN: 0019-3364  
Language: English Record Type: Abstract  
Document Type: Magazine/Journal; Trade

ABSTRACT:

...financial liability between six and 12 months before the sailing date, according to manager of Incentive Sales Celebrity Cruises Shari Wallack, who prefers non-charter cruise awards. Wallack further explains that with chartering, the client cannot select the type of cabins or suite level he wishes to buy, and must purchase the whole ship. Meanwhile, director for Charter & Incentive Sales of Windstar Cruises Nancy Marino argues that a full-ship charter for a corporate incentive program can provide that added mile when persuading major clients, launching a new product line

or awarding sales performance .

21/3,K/30 (Item 3 from file: 570)  
DIALOG(R)File 570:Gale Group MARS(R)  
(c) 2005 The Gale Group. All rts. reserv.

01545849 Supplier Number: 46341225 (USE FORMAT 7 FOR FULLTEXT)  
The Dangers of Smoking Confronted in 1996 Clio Award Winners for Public  
Service Advertising; The Clio Awards, the Ad Industry's Top Honor, Donate  
\$30,000 to Sole Gold Statue Winner.

Business Wire, p04300426

April 30, 1996

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 746

... Bed." Below is printed: "When you're homeless, the world looks  
different."

No Clios were awarded in the radio category. The Clios have a  
longstanding policy of not awarding Gold, Silver or Certificate awards  
if the judges' scores do not reach prescribed levels .

The Clio Executive Jury -- representing 16 countries -- had to cull  
the public service advertising finalists from hundreds of entrants. The  
Gold and Silver Award and Certificate winners were chosen by the 22-  
member Clio Executive Jury which includes industry luminaries such as its  
Chairman Lee Clow, Chief Creative...

?